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Title: **Public Service Company of Colorado and International Brotherhood of Electrical Workers (IBEW) Local 111 (2003)**

K#: **6075**

Employer Name: **Public Service Company of Colorado**

Location: **CO**

Union: **International Brotherhood of Electrical Workers (IBEW)**

Local: **111**

SIC: **4930**

NAICS: **221**

Sector: **P**

Number of Workers: **2250**

Effective Date: **06/01/03**

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THE

AMERICAN

OF
AUGUST 23, 1946

AS AMERICAN
BOWMAN



Public
Services
Society
OF
AMERICAN

THE



INTERNATIONAL BROTHERHOOD
OF FIREMEN AND ENGINE DRIVERS
LOCAL UNION NO. 111

EXPOS MAY 31, 2006

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EXHIBIT A

APPLIANCE SERVICE DEPARTMENT & DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

(1) Senior Service Specialist



(2) Service Specialist



(3) Specialist-in-Training



(4) Helper

EXHIBIT A

CONSTRUCTION DEPARTMENT & DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

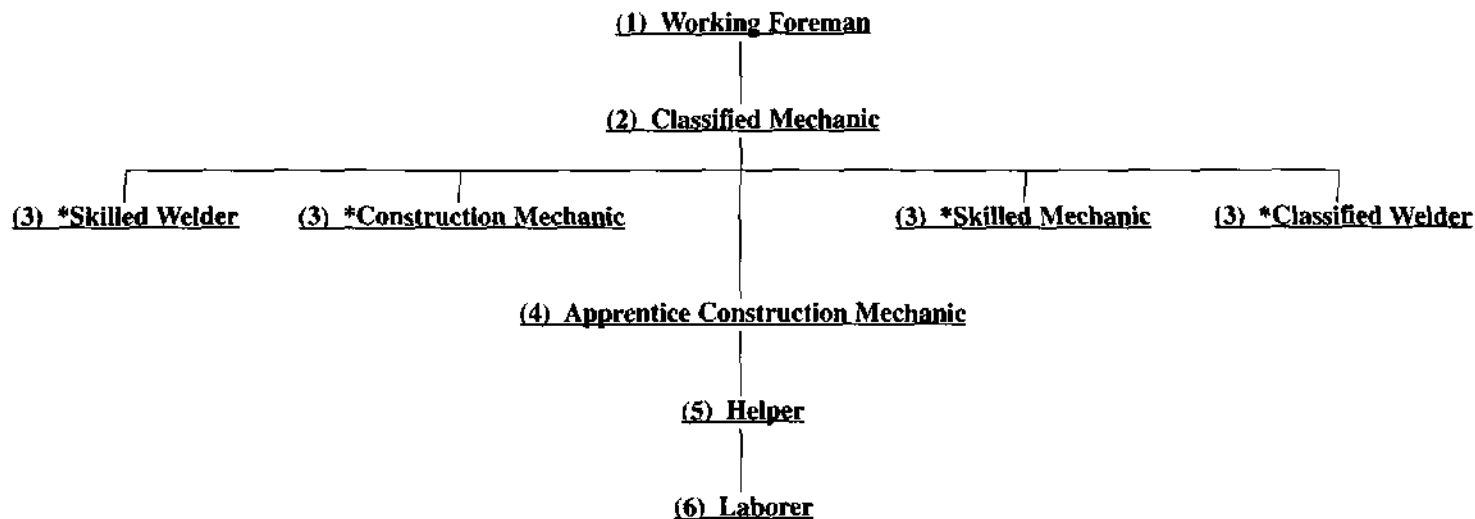


EXHIBIT A

DENVER DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Corrosion Prevention Department

(1) Senior Corrosion Control Specialist



(2) Corrosion Control Specialist



(3) Cathodic Protection Technician

**3a Denver Division
Corrosion Prevention Department
June 1, 2003**

EXHIBIT A

MOUNTAIN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Corrosion Prevention Department

(1) Senior Corrosion Control Specialist



(2) Corrosion Control Specialist



(3) Cathodic Protection Technician

**3b Mountain Division
Corrosion Prevention Department
June 1, 2003**

EXHIBIT A

NORTHERN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Corrosion Prevention Department

(1) Senior Corrosion Control Specialist



(2) Corrosion Control Specialist



(3) Cathodic Protection Technician

3c Northern Division
Corrosion Prevention Department
June 1, 2003

EXHIBIT A

SAN LUIS VALLEY DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Corrosion Prevention Department

(1) Senior Corrosion Control Specialist



(2) Corrosion Control Specialist



(3) Cathodic Protection Technician

**3d San Luis Valley Division
Corrosion Prevention Department
June 1, 2003**

EXHIBIT A

WESTERN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Corrosion Prevention Department

(1) Senior Corrosion Control Specialist



(2) Corrosion Control Specialist



(3) Cathodic Protection Technician

**3e Western Division
Corrosion Prevention Department
June 1, 2003**

EXHIBIT A

BOULDER DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Design Department

(1) Designer



(2) Planner



(3) Technician



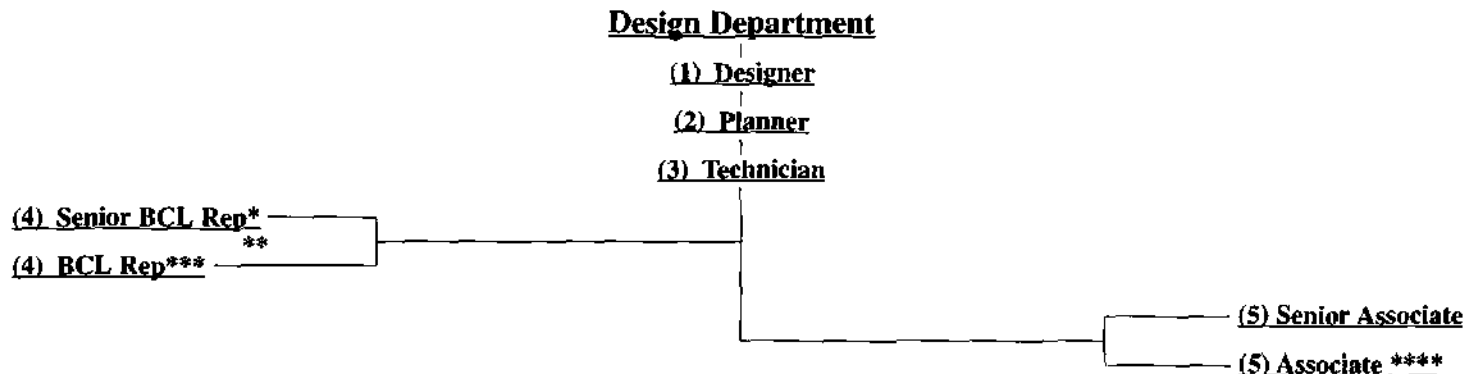
(4) Senior Associate



(5) Associate*

* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

**4a Boulder Division
Design Department
June 1, 2003**

EXHIBIT A**DENVER DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

* Any Senior BCL Rep that is promoted to the Technician position shall maintain their current hourly wage rate at time of promotion until the Technician step progression exceeds their frozen hourly rate.

** Senior BCL Rep may transfer into a vacancy of Technician without going down to BCL Rep.

*** The BCL Rep may transfer into a vacancy of Technician without becoming a Senior BCL Rep.

**** The Associate may transfer into a vacancy of BCL Rep or Technician without becoming a Senior Associate.

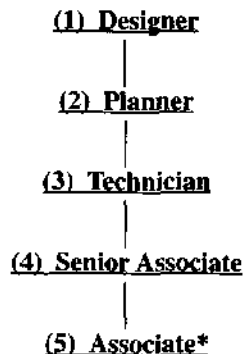
**4b Denver Division
Design Department
June 1, 2003**

EXHIBIT A

FRONT RANGE DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Design Department



* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

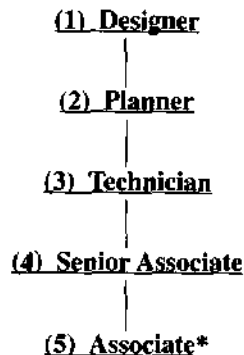
**4c Front Range Division
Design Department
June 1, 2003**

EXHIBIT A

HIGH PLAINS DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Design Department



* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

**4d High Plains Division
Design Department
June 1, 2003**

EXHIBIT A

MOUNTAIN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Design Department

(1) Designer



(2) Planner



(3) Technician



(4) Senior Associate



(5) Associate*

* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

**4e Mountain Division
Design Department
June 1, 2003**

EXHIBIT A

NORTHERN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Design Department

(1) Designer



(2) Planner



(3) Technician



(4) Senior Associate



(5) Associate*

* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

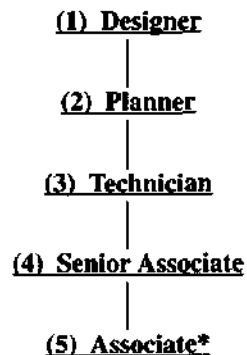
**4f Northern Division
Design Department
June 1, 2003**

EXHIBIT A

PUEBLO DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Design Department



* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

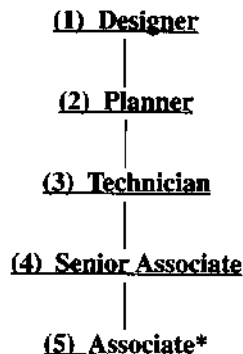
**4g Pueblo Division
Design Department
June 1, 2003**

EXHIBIT A

SOUTHERN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Design Department



* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

4h Southern Division
Design Department
June 1, 2003

EXHIBIT A

WESTERN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Design Department

(1) Designer



(2) Planner



(3) Technician



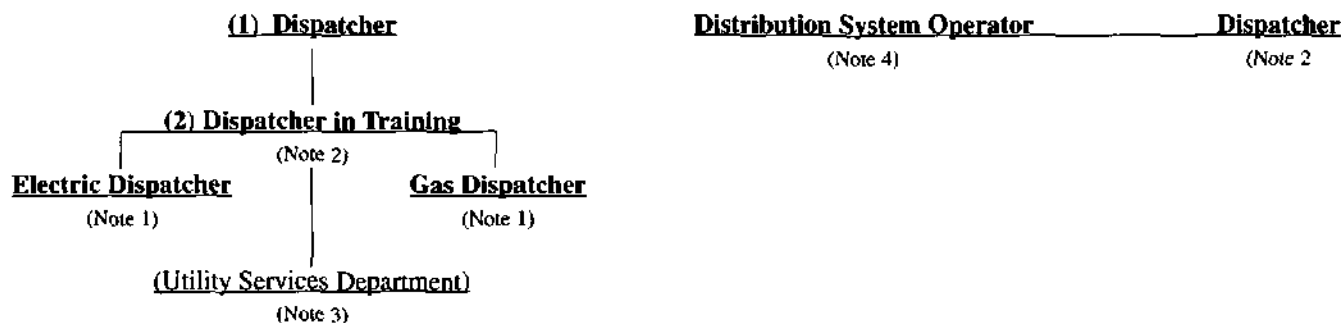
(4) Senior Associate



(5) Associate*

* The Associate may transfer into a vacancy of Technician without becoming a Senior Associate

**4i Western Division
Design Department
June 1, 2003**

EXHIBIT A**DISTRIBUTION CONTROL CENTER DEPARTMENT****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Prior to July 24, 2003****After July 24, 2003**

Note 1: Denotes Employees in the department as of 10/26/98.

Note 2: Disabled employees may be placed as a Dispatcher in accordance with Article 11, Section 6 of Labor Agreement.

Note 3: Employees entering into this department shall come from the Utility Services Department & Division.

Note 4: Employees entering into the job classification of Distribution System Operators shall be qualified Journeyman in Electric, Substation, Gas or Transmission Line Departments.

**5a Distribution Control Center Department
June 1, 2003**

EXHIBIT A

ELECTRIC DISTRIBUTION OPERATIONS MAINTENANCE SPECIALIST
DEPARTMENT AND DIVISION
(ELECTRIC DISTRIBUTION SPECIALIST)

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

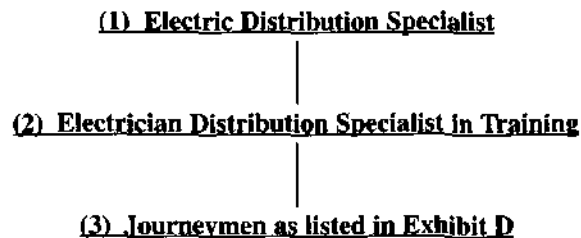
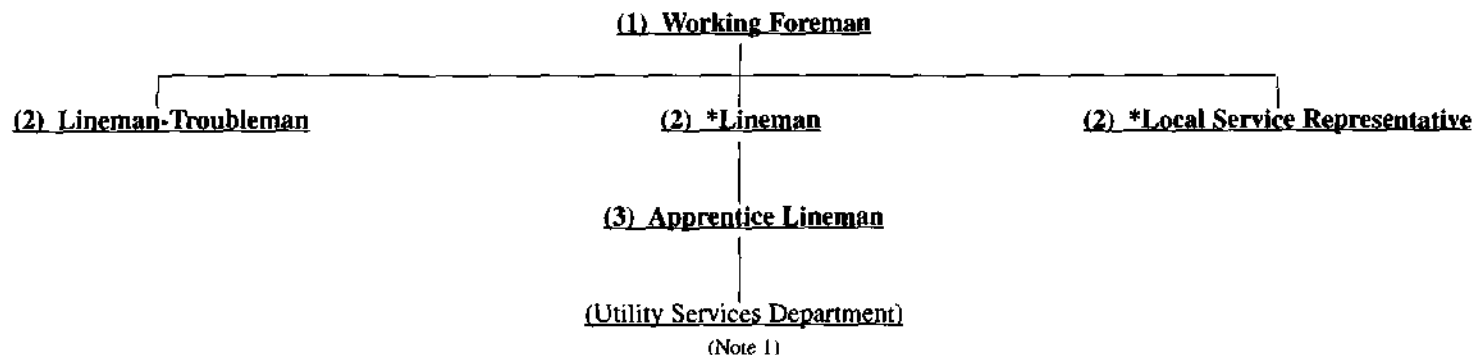


EXHIBIT A
BOULDER DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Electric Line Department



Note 1: Employees entering into this department shall come from Utility Services Department.

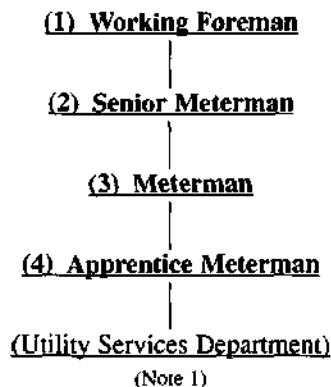
7a Boulder Division
Electric Line Department
June 1, 2003

EXHIBIT A

BOULDER DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Electric Meter Department



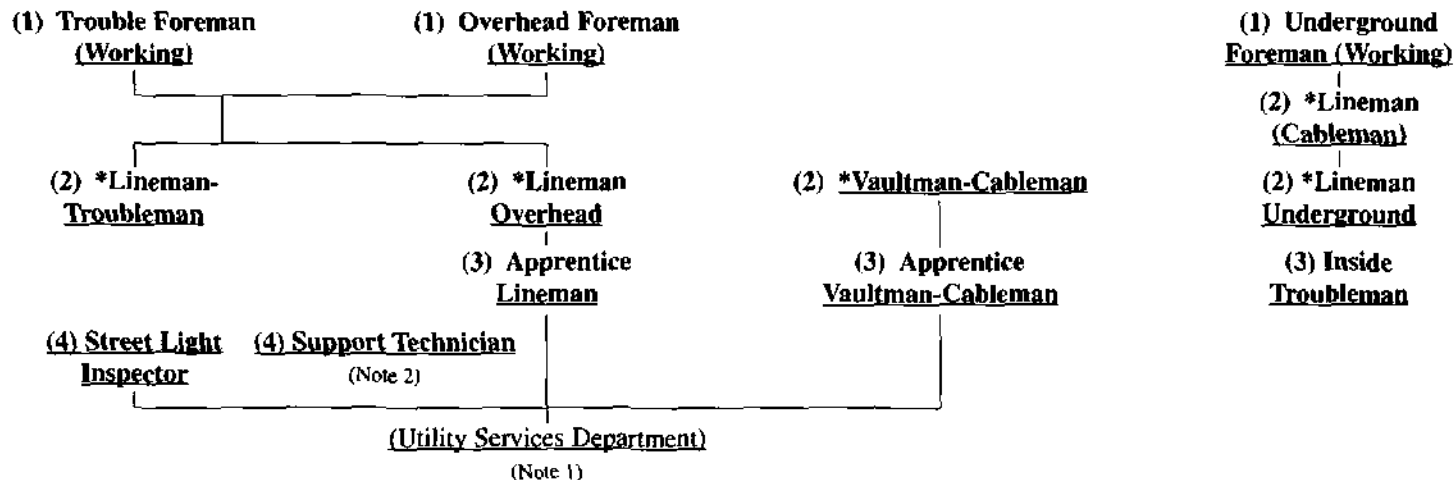
Note 1: Employees entering into this department shall come from Utility Services Department.

**7b Boulder Division
Electric Meter Department
June 1, 2003**

EXHIBIT A
DENVER DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Electric Line Department



Note 1: Employees entering into this department shall come from transfers from Flows 1a, 7d, 15a, 15b, 15c, 15d, 17a.

Note 2: When the Support Technician is vacated, the duties performed will be split into the Associate and Utilityworker B classification and this position will cease to exist.

7c Denver Division
Electric Line Department
June 1, 2003

EXHIBIT A

DENVER DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Electric Meter Department

(1) Working Foreman

(1) Electric Meter Department

(2) Senior Meterman

(3) Meterman

(4) Apprentice Meterman

(Utility Services Department)

(Note 1)

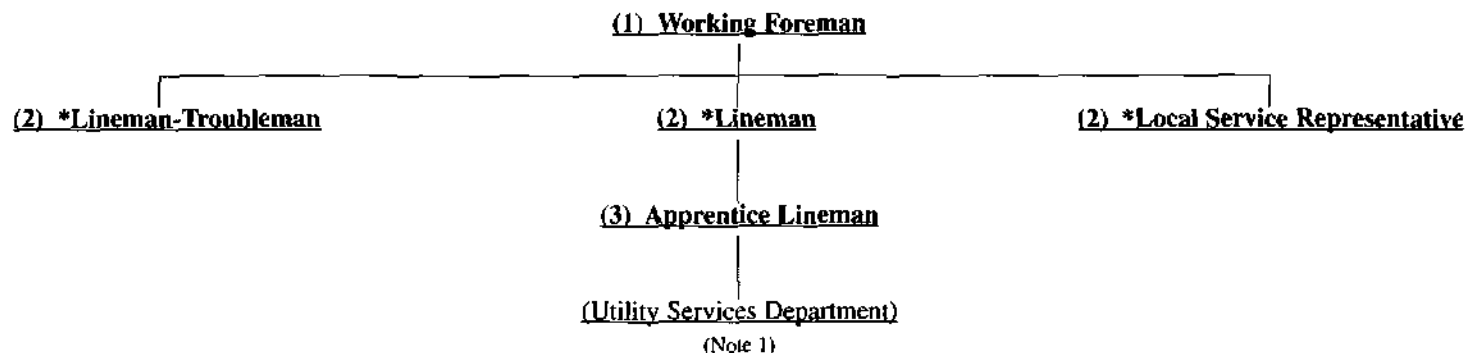
Note 1: Employees entering into this department shall come from transfers from Flows 1a, 7c, 15a, 15b, 15c, 15d, 17a.

**7d Denver Division
Electric Meter Department
June 1, 2003**

EXHIBIT A
FRONT RANGE DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Electric Line Department



Note 1: Employees entering into this department shall come from Utility Services Department & Division.

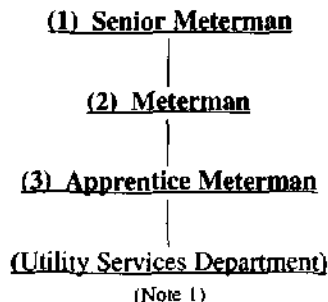
7e Front Range Division
Electric Line Department
June 1, 2003

EXHIBIT A

FRONT RANGE DIVISION

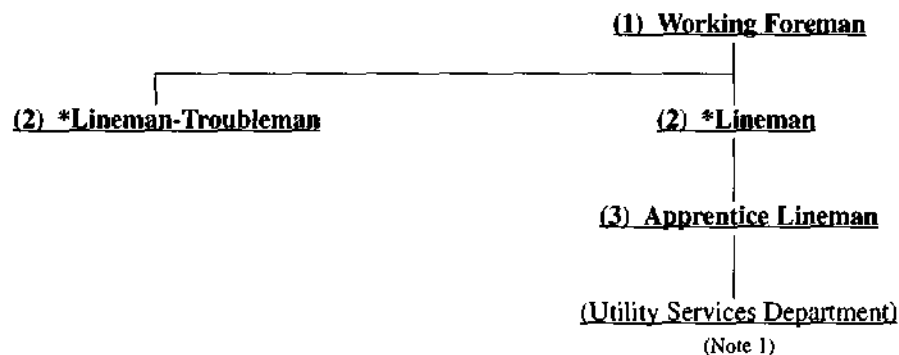
JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Electric Meter Department



Note 1: Employees entering into this department shall come from Utility Services Department.

**7f Front Range Division
Electric Meter Department
June 1, 2003**

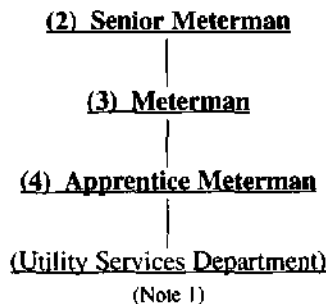
EXHIBIT A**HIGH PLAINS DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Electric Line Department**

Note 1: Employees entering into this department shall come from the Utility Services Department.

**7g High Plains Division
Electric Line Department
June 1, 2003**

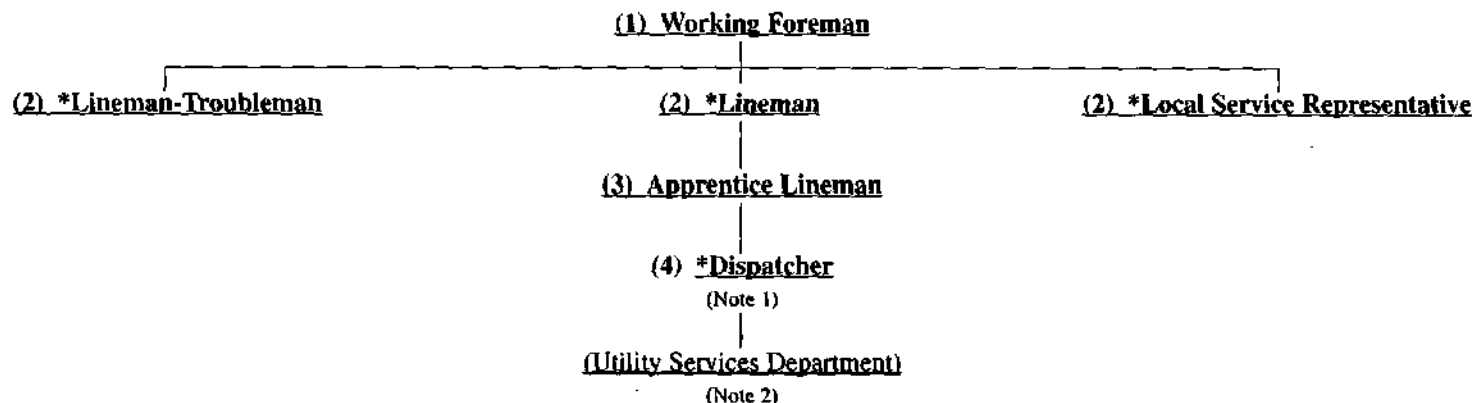
EXHIBIT A
HIGH PLAINS DIVISION
JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Electric Meter Department



Note 1: Employees entering into this department shall come from transfers from Utility Services Department.

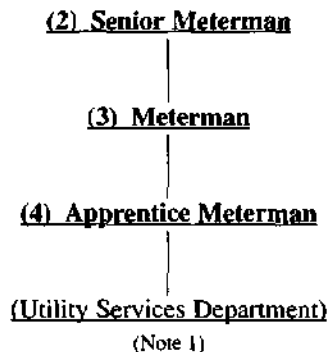
7h High Plains Division
Electric Meter Department
June 1, 2003

EXHIBIT A**MOUNTAIN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Electric Line Department**

Note 1: Disabled employees may be placed as a Dispatcher in accordance with Article 11.6 of the Labor Agreement.

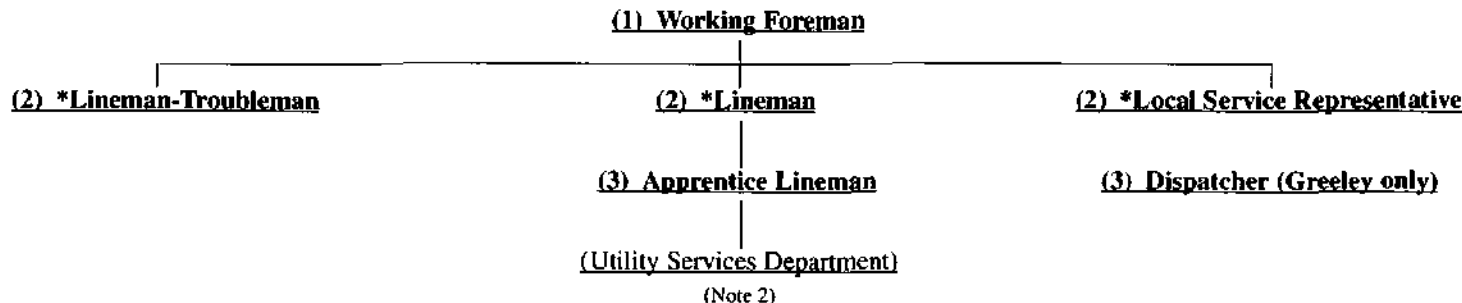
Note 2: Employees entering into this department shall come from the Utility Services Department.

71 Mountain Division
Electric Line Department
June 1, 2003

EXHIBIT A**MOUNTAIN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Electric Meter Department**

Note 1: Employees entering into this department shall come from the Utility Services Department.

**7j Mountain Division
Electric Meter Department
June 1, 2003**

EXHIBIT A**NORTHERN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Electric Line Department**

Note 1: Promotions, demotions & reductions in force shall be accomplished first at the headquarters involved and then within the Northern Division.
This shall apply only to promotions, demotions & reductions in force.

Note 2: Employees entering into this department shall come from the Utility Services Department.

7k Northern Division
Electric Line Department
June 1, 2003

EXHIBIT A**NORTHERN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Electric Meter Department**

(1) Senior Meterman



(2) Meterman



(3) Apprentice Meterman



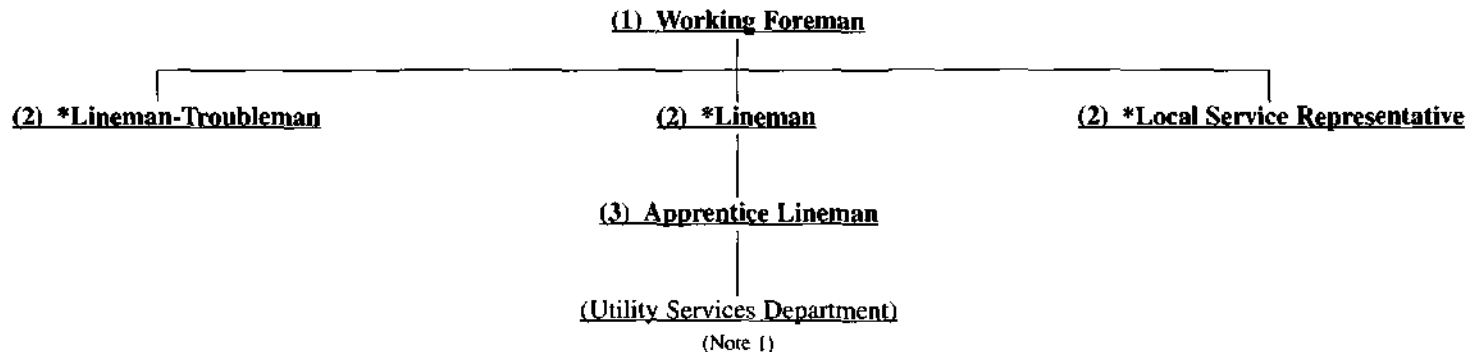
(Utility Services Department)

(Note 2)

Note 1: Promotions, demotions & reductions in force shall be accomplished first at the headquarters involved and then within the Northern Division.
This shall apply only to promotions, demotions & reductions in force.

Note 2: Employees entering into this department shall come from the Utility Services Department.

**7L Northern Division
Electric Meter Department
June 1, 2003**

EXHIBIT A**SAN LUIS VALLEY DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Electric Line Department**

Note 1: Employees entering into this department shall come from the Utility Services Department.

7m San Luis Valley Division
Electric Line Department
June 1, 2003

EXHIBIT A

SAN LUIS VALLEY DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Electric Meter Department

(2) Senior Meterman



(3) Meterman



(4) Apprentice Meterman

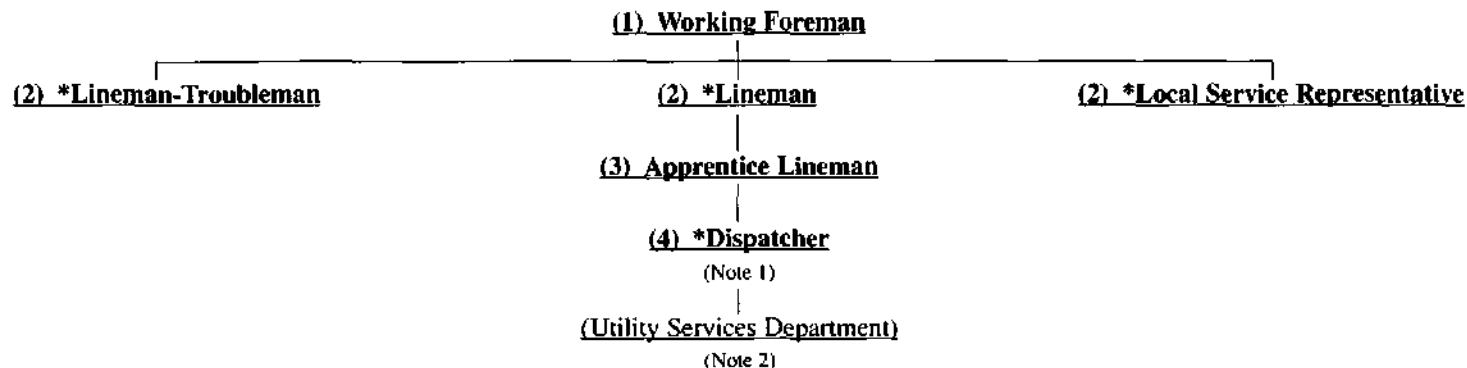


(Utility Services Department)

(Note 1)

Note 1: Employees entering into this department shall come from Utility Services Department.

**7n San Luis Valley Division
Electric Meter Department
June 1, 2003**

EXHIBIT A**WESTERN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Electric Line Department**

Note 1: Disabled employees may be placed as a Dispatcher in accordance with Article 11.6 of the Labor Agreement.

Note 2: Employees entering into this department shall come from the Utility Services Department.

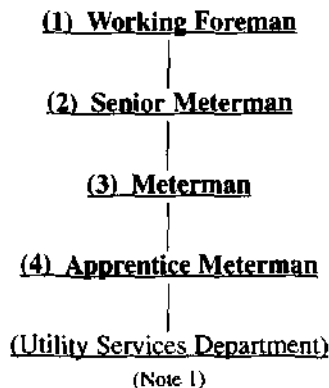
**70 Western Division
Electric Line Department
June 1, 2003**

EXHIBIT A

WESTERN DIVISION

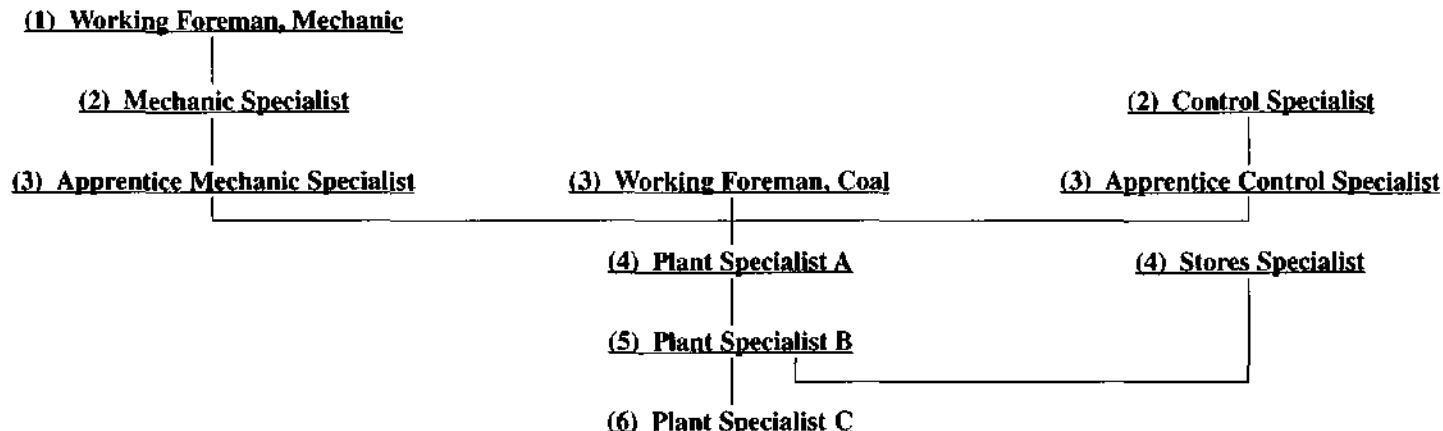
JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Electric Meter Department

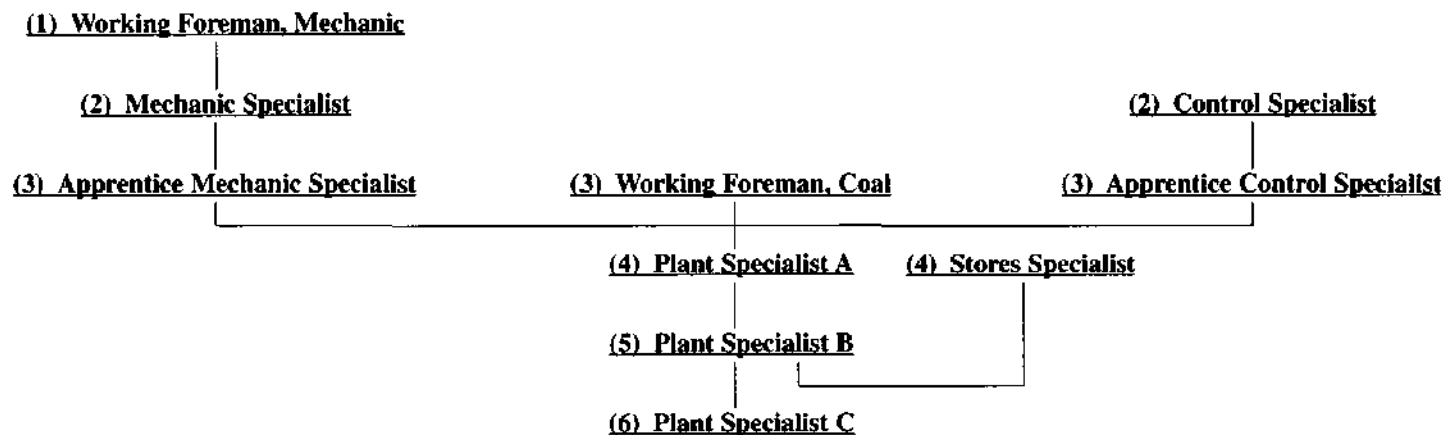


Note 1: Employees entering into this department shall come from the Utility Services Department.

7p Western Division
Electric Meter Department
June 1, 2003

EXHIBIT A**CAMEO DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

8a Cameo Department & Division
Energy Supply
June 1, 2003

EXHIBIT A**COMANCHE DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

8b Comanche Department & Division
Energy Supply
June 1, 2003

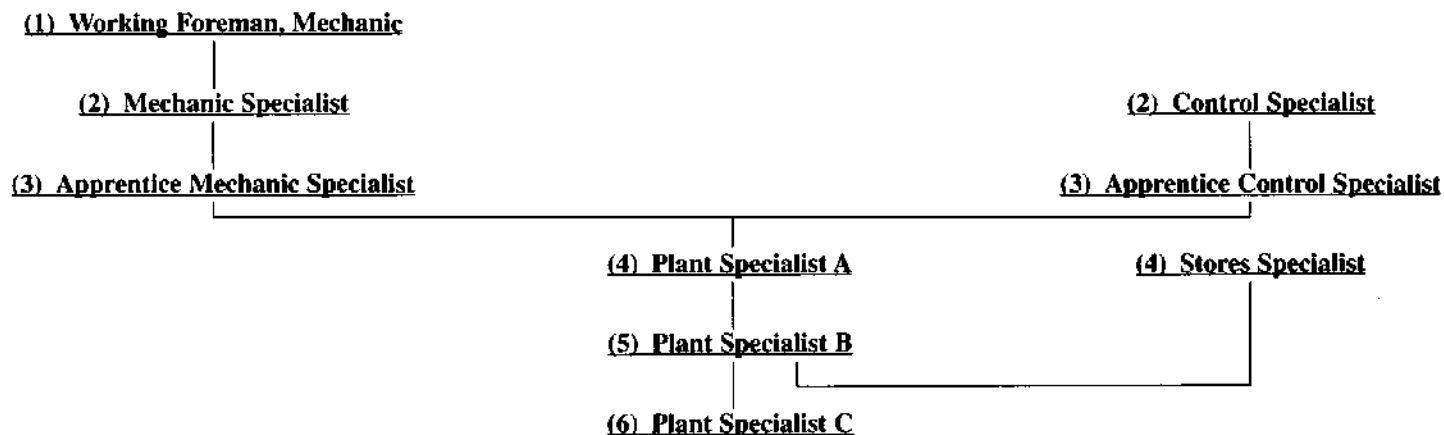
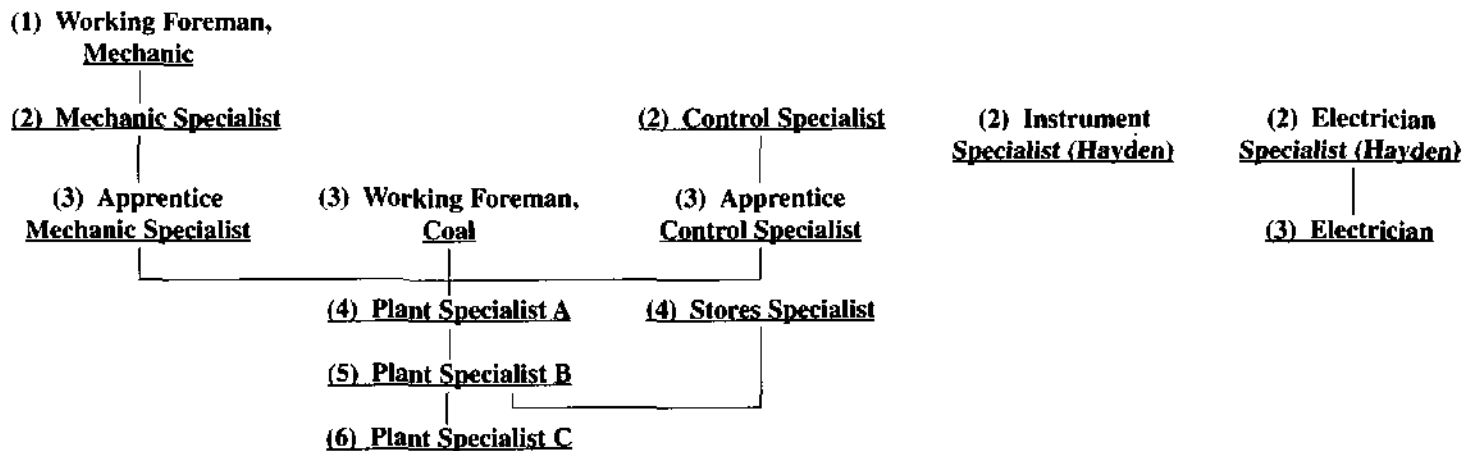
EXHIBIT A**FORT ST. VRAIN DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

EXHIBIT A**HAYDEN DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

8d Hayden Department & Division
Energy Supply
June 1, 2003

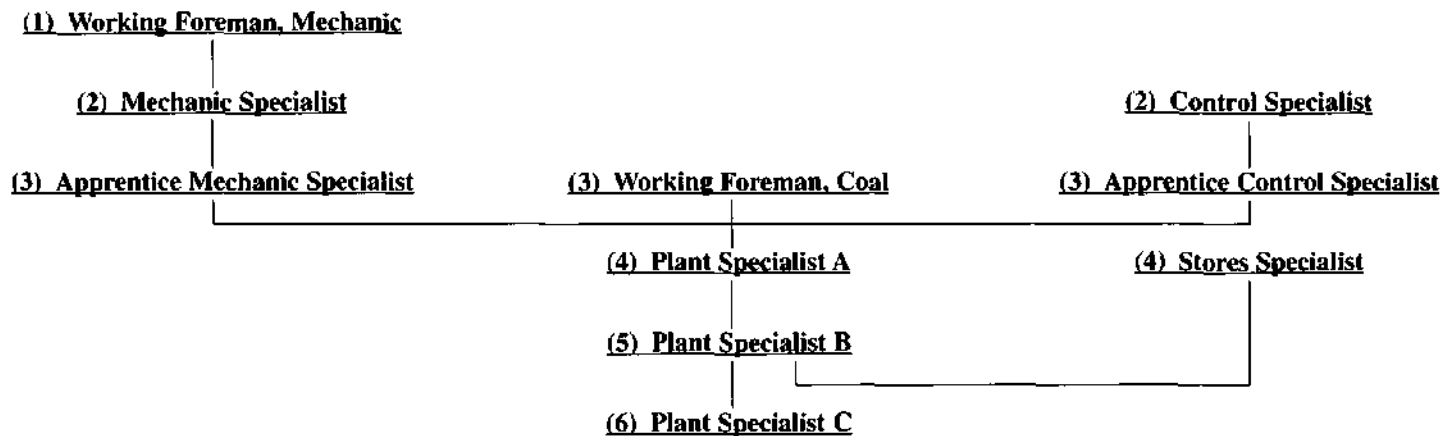
EXHIBIT A

METRO DEPARTMENT & DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Energy Supply

(Arapahoe, Cherokee, Steam Heat, Zuni Stations)



8e Metro Department & Division
 Energy Supply
 June 1, 2003

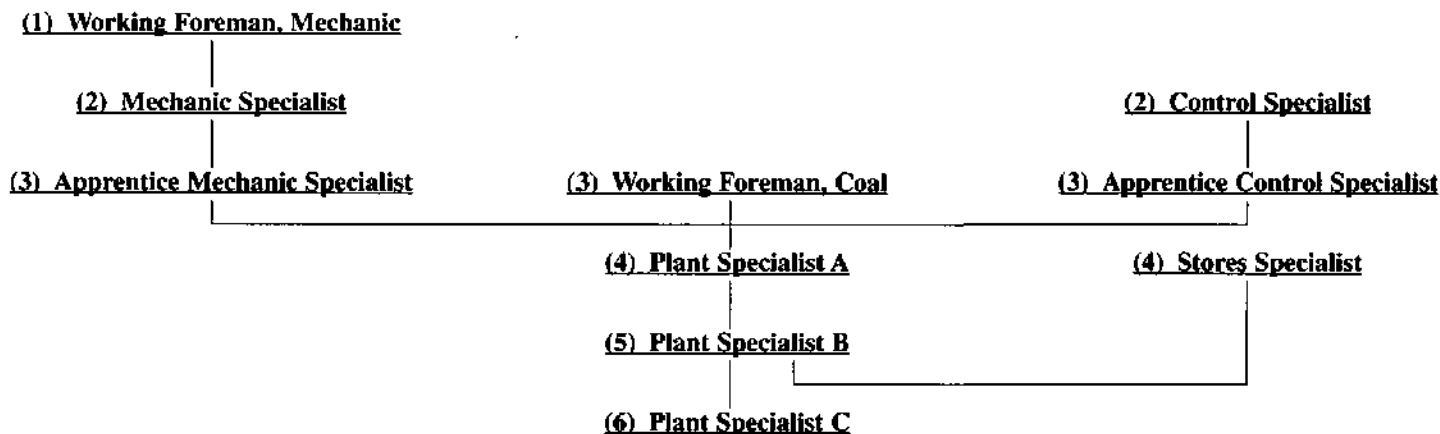
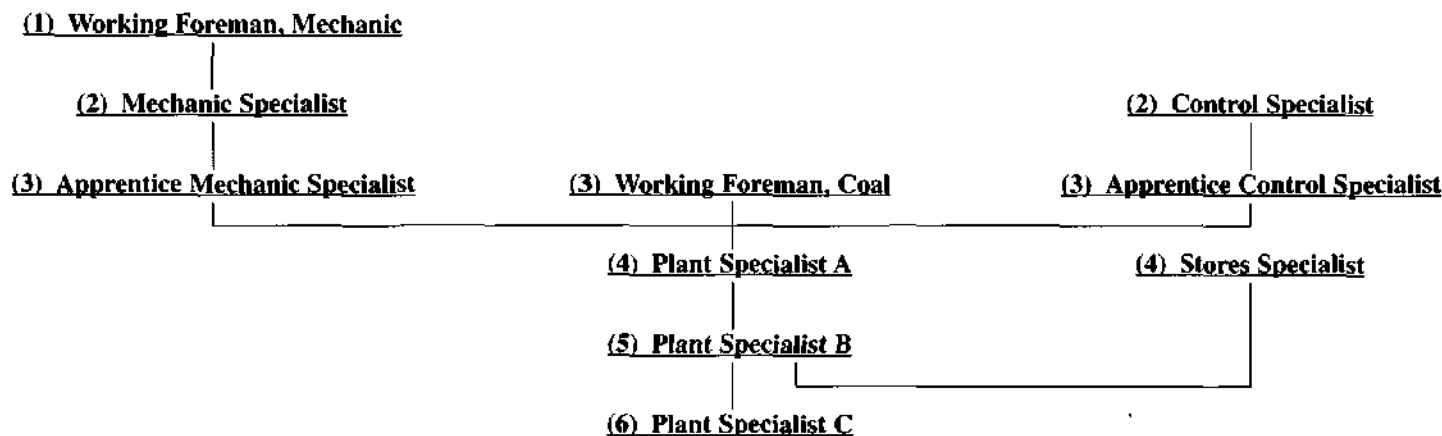
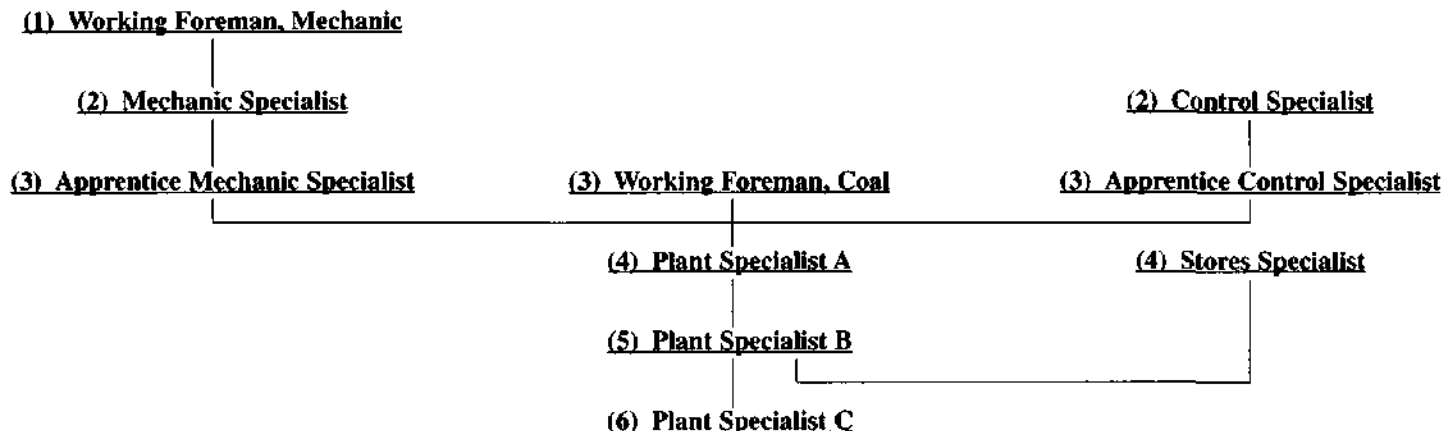
EXHIBIT A**PAWNEE DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

EXHIBIT A**VALMONT DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

8g Valmont Department & Division
Energy Supply
June 1, 2003

EXHIBIT A**BOULDER HYDRO DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

8h Boulder Hydro Department & Division
Energy Supply
June 1, 2003

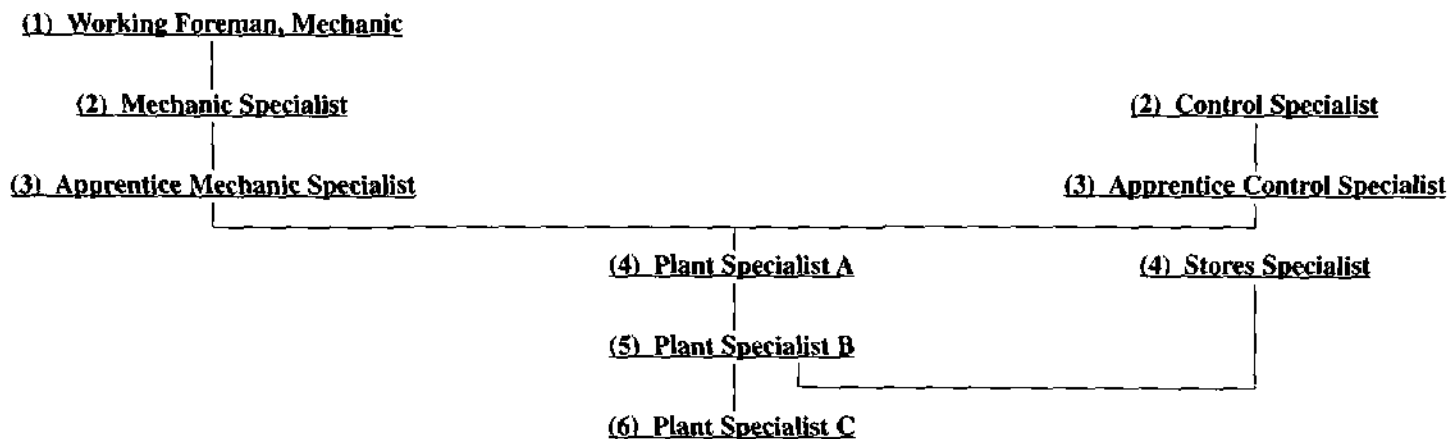
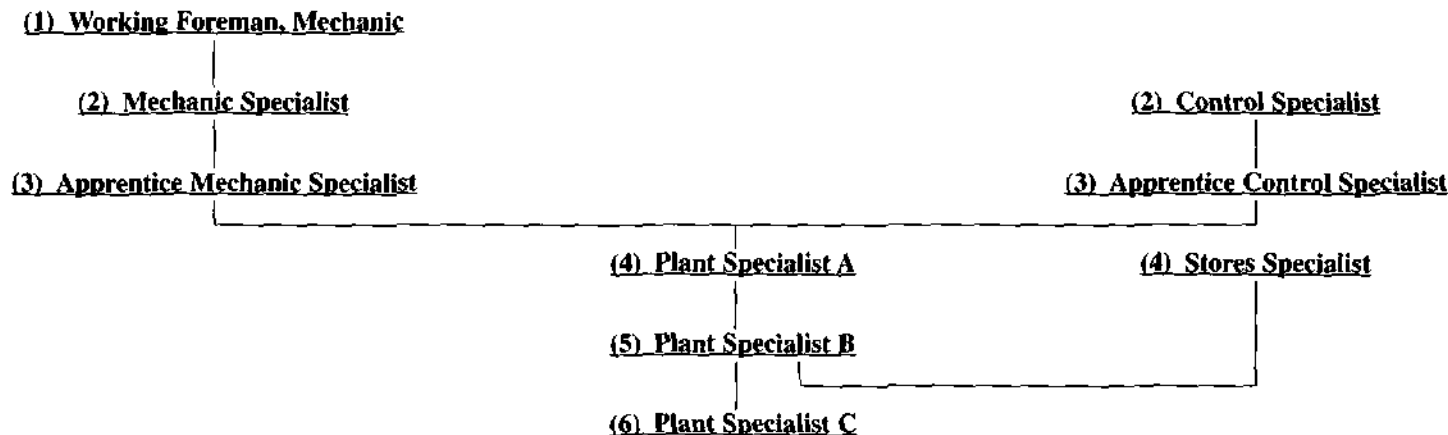
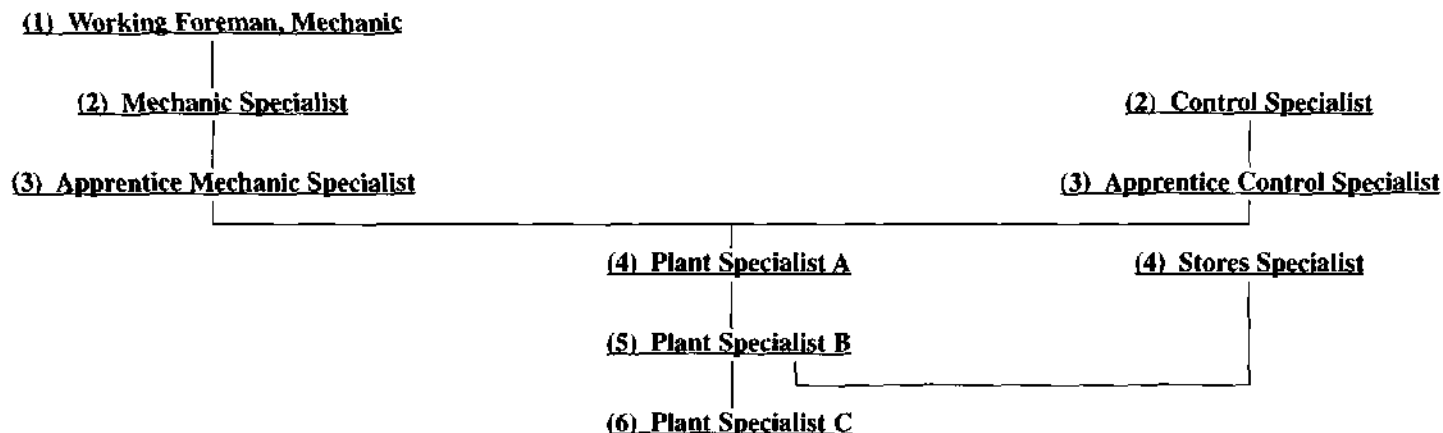
EXHIBIT A**CABIN CREEK/GEORGETOWN HYDRO DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

EXHIBIT A**SHOSHONE HYDRO DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

8j Shoshone Hydro Department & Division
Energy Supply
June 1, 2003

EXHIBIT A**AMES/SALIDA/TACOMA HYDRO DEPARTMENT & DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Energy Supply**

8k Ames/Salida/Tacoma Hydro Department & Division
Energy Supply
June 1, 2003

EXHIBIT A**BOULDER DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Department****(1) Working Foreman**

**(2) *District
Service-Fitter**
(Note 1)

**(2) *Senior
Service-Fitter**

(2) *Service-Fitter

**(2) *Service-
Fitter-Welder**

**(2) *Lead
Service-Fitter**
(Note 2)

(4) Apprentice Service-Fitter

(Utility Services Department)
(Note 3)

Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

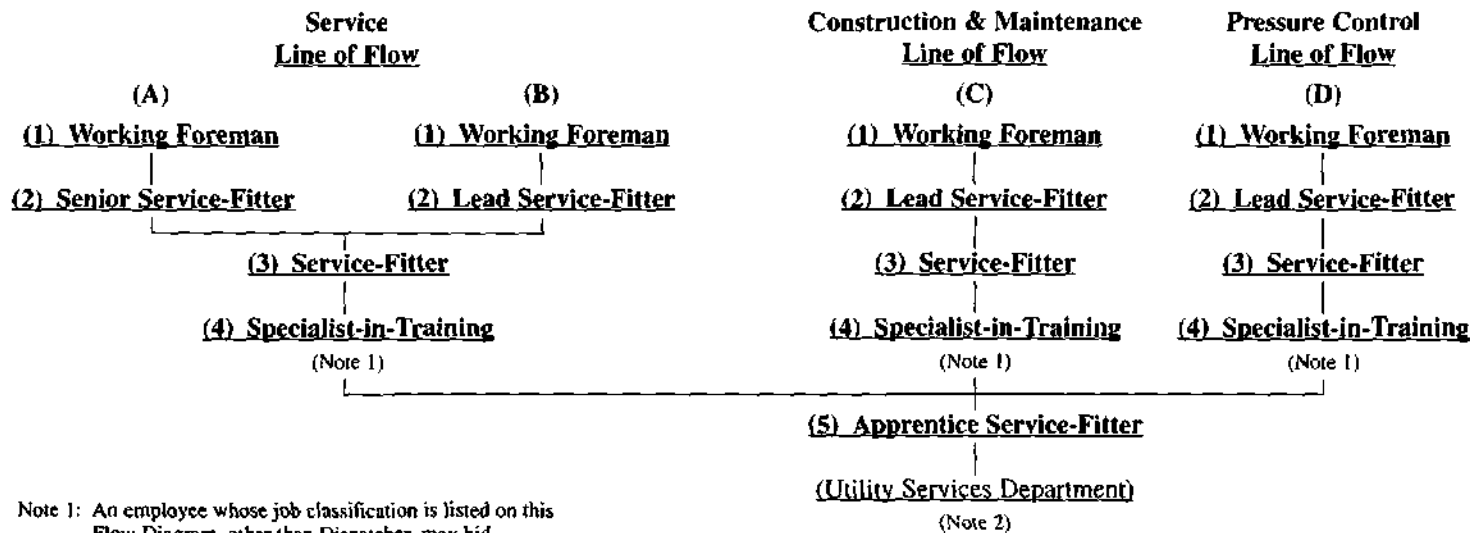
Note 3: Employees entering into this department shall come from the Utility Services Department.

**9a Boulder Division
Gas Department
June 1, 2003**

EXHIBIT A
DENVER DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Gas Department



Note 1: An employee whose job classification is listed on this Flow Diagram, other than Dispatcher, may bid Specialist-in-Training without regard to the line of flow of this Exhibit A, based on department seniority.

Note 2: Employees entering into this department shall come from Utility Services Department.

9b Denver Division
Gas Department
June 1, 2003

EXHIBIT A
FRONT RANGE DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Gas Department

(1) Working Foreman

**(2) *District
Service-Fitter**

(Note 1)

**(2) *Senior
Service-Fitter**

(2) *Service-Fitter

**(2) *Service-Fitter-
Welder**

**(2) *Lead
Service-Fitter**

(Note 2)

(3) Apprentice Service-Fitter

(Utility Services Department)

(Note 3)

Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

Note 3: Employees entering into this department shall come from Utility Services Department.

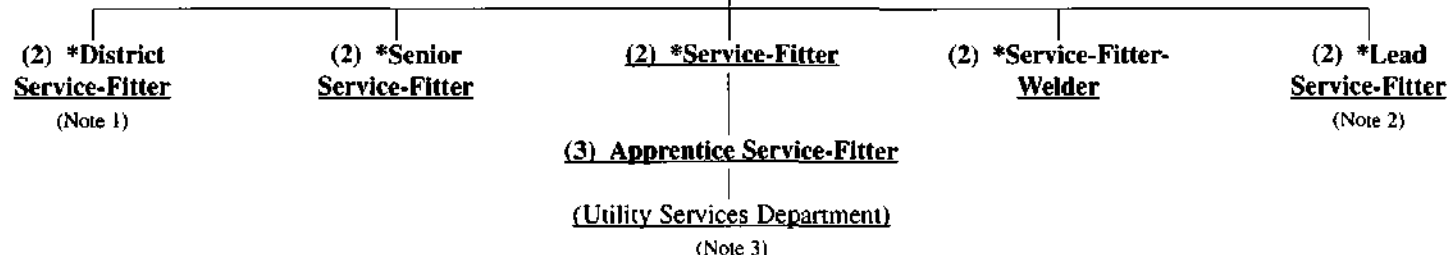
9c Front Range Division
Gas Department
June 1, 2003

EXHIBIT A
HIGH PLAINS DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Gas Department

(1) Working Foreman



Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

Note 3: Employees entering into this department shall come from Utility Services Department.

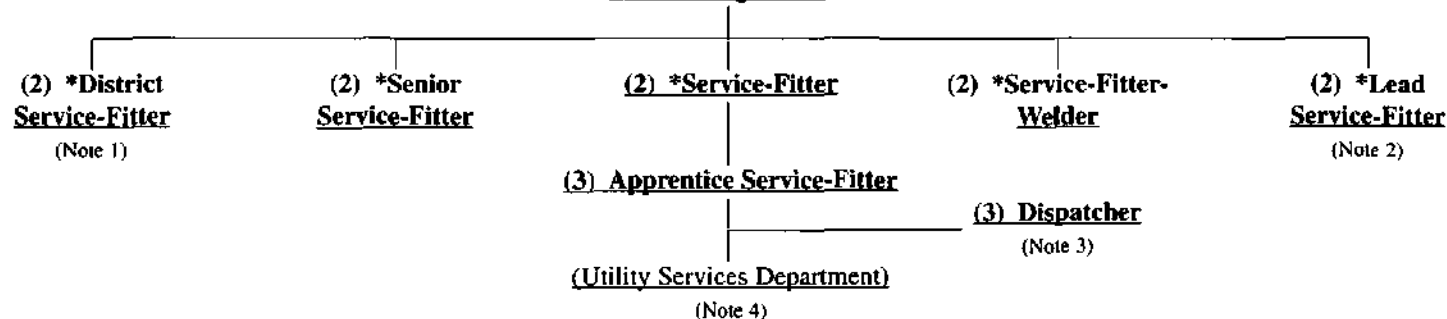
9d High Plains Division
Gas Department
June 1, 2003

EXHIBIT A
MOUNTAIN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Gas Department

(1) Working Foreman



Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

Note 3: Disabled employees may be placed as a Dispatcher in accordance with the Disabled Employee Policy as referenced in Article 11.6 of the Labor Agreement.

Note 4: Employees entering into this department shall come from Utility Services Department.

9e Mountain Division
Gas Department
June 1, 2003

EXHIBIT A**NORTHERN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Department****(1) Working Foreman**

**(2) *District
Service-Fitter**
(Note 1)

**(2) *Senior
Service-Fitter**

(2) *Service-Fitter

**(2) *Service-Fitter-
Welder**

**(2) *Lead
Service-Fitter**
(Note 2)

(3) Apprentice Service-Fitter

(Utility Services Department)

(Note 3)

Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

Note 3: Employees entering into this department shall come from the Utility Services Department.

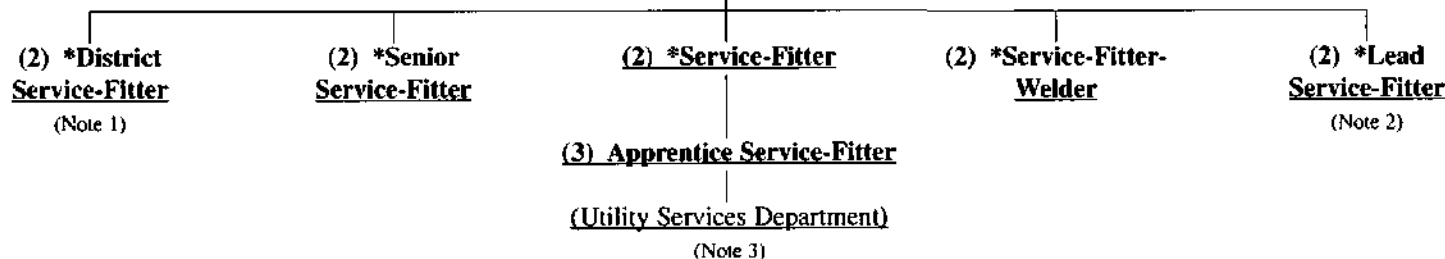
9f Northern Division

Gas Department

June 1, 2003

EXHIBIT A**PUEBLO DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Department****(1) Working Foreman****(2) *Lead Service-Fitter****(2) *Senior
Service-Fitter****(2) *Service-Fitter****(2) *Lead Welder****(3) Apprentice Service-Fitter****(Utility Services Department)****(Note 1)**

Note 1: Employees entering into this department shall come from Utility Services Department.

EXHIBIT A**SAN LUIS VALLEY DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Department****(1) Working Foreman**

Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

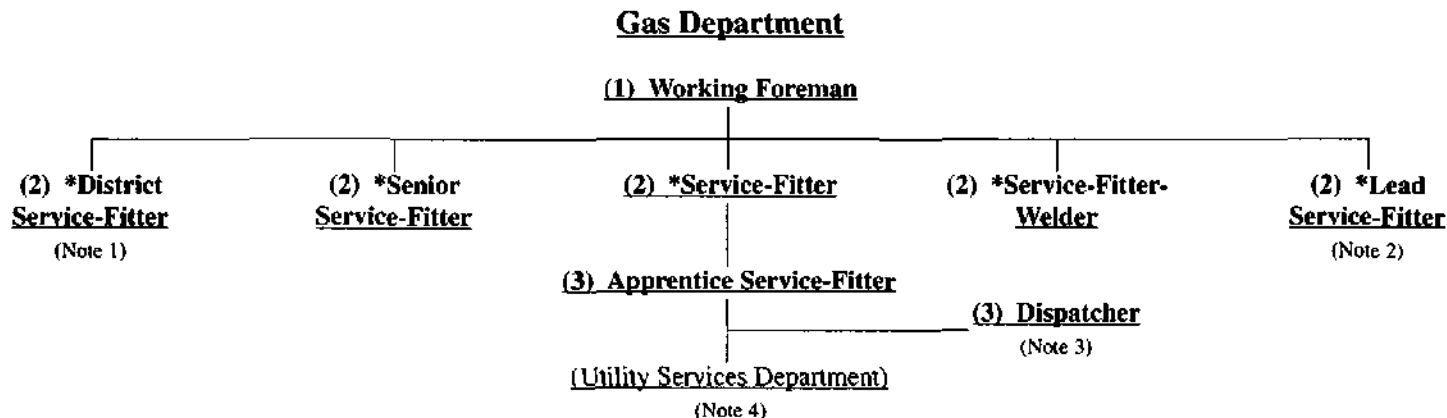
Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

Note 3: Employees entering into this department shall come from Utility Services Department.

9h San Luis Valley Division
Gas Department
June 1, 2003

EXHIBIT A
WESTERN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS



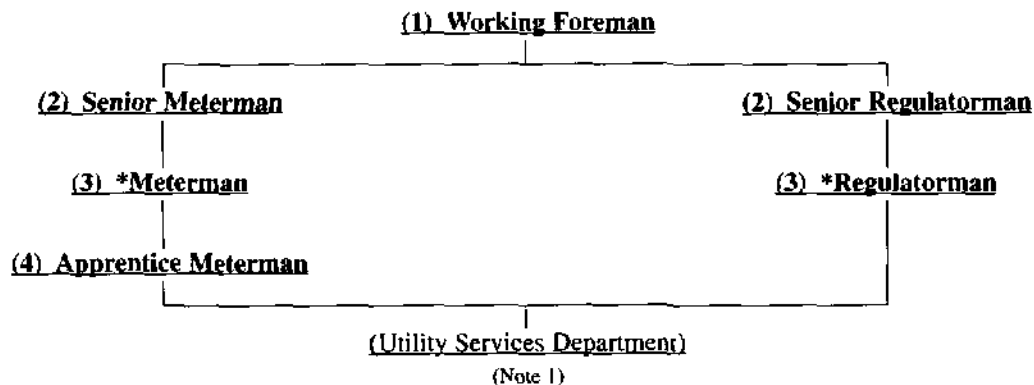
Note 1: Shall apply to 1-man operations in towns remote from division headquarters.

Note 2: Where 2 or more Gas Operations employees are assigned in towns remote from division headquarters, only 1 employee shall be classified as Lead Service-Fitter.

Note 3: Disabled employees may be placed as a Dispatcher in accordance with the Disabled Employee Policy as referenced in Article 11.6 of the Labor Agreement.

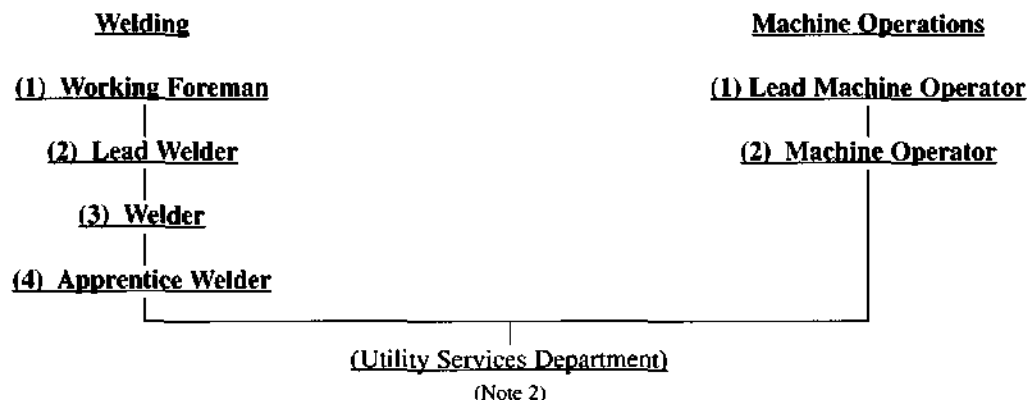
Note 4: Employees entering into this department shall come from Utility Services Department.

9i Western Division
Gas Department
June 1, 2003

EXHIBIT A**DENVER DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Meter Shop Department**

Note 1: Employees entering into this department shall come from the Utility Services Department.

9j Denver Division
Gas Meter Shop Department
June 1, 2003

EXHIBIT A**GAS DIVISION - DENVER****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Gas Mechanical Shop**

Note 1: In order to bid to any position within the Company, a Lead Machine Operator or Machine Operator must have been a Lead Machine Operator and/or Machine Operator for at least 2 years.

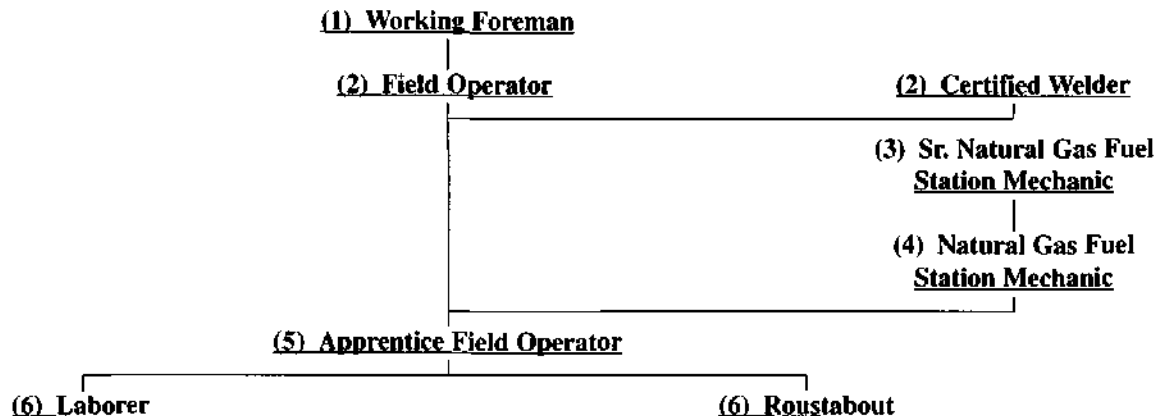
Note 2: Employees entering into this department shall come from Utility Services Department.

9k Denver Division
Gas Mechanical Shop
June 1, 2003

EXHIBIT A
DENVER DIVISION
JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

High Pressure Gas Department

Leyden District/Mesa District



Note: Denver Division Field Operator & Apprentice Field Operator classifications used as NSCHW & SW in compressor station operation & underground storage.

Note: Laborers will progress to the next 6-month wage step after working 6 months consecutive or otherwise.

9L Denver Division
High Pressure Gas Department
June 1, 2003

EXHIBIT A
MOUNTAIN DIVISION
JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

High Pressure Gas Department

Silverthorne District

(1) Working Foreman

(2) Field Operator

(2) Certified Welder

**(3) Sr. Natural Gas Fuel
Station Mechanic**

**(4) Natural Gas Fuel
Station Mechanic**

(5) Apprentice Field Operator

(6) Laborer

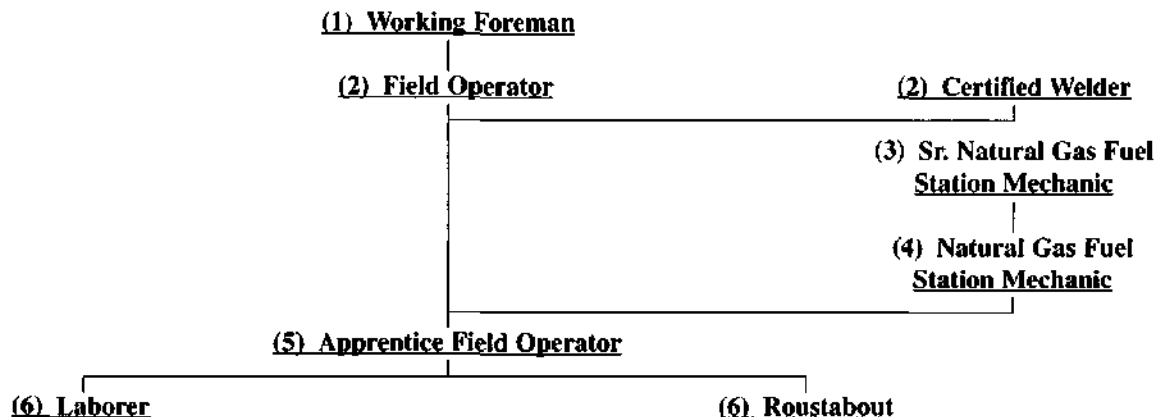
(6) Roustabout

Note: Denver Division Field Operator & Apprentice Field Operator classifications used as NSCHW & SW in compressor station operation & underground storage.
Note: Laborers will progress to the next 6-month wage step after working 6 months consecutive or otherwise.

9m Mountain Division
High Pressure Gas Department
June 1, 2003

EXHIBIT A
NORTHERN DIVISION
JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

High Pressure Gas Department
Campion District/Roundup District



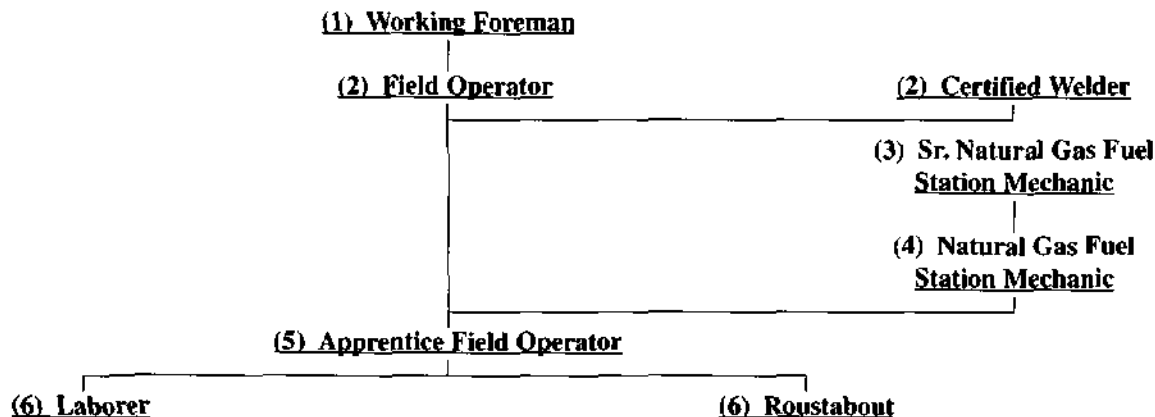
Note: Denver Division Field Operator & Apprentice Field Operator classifications used as NSCHW & SW in compressor station operation & underground storage.
 Note: Laborers will progress to the next 6-month wage step after working 6 months consecutive or otherwise.

9n Northern Division
 High Pressure Gas Department
 June 1, 2003

EXHIBIT A
SAN LUIS VALLEY DIVISION
JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

High Pressure Gas Department

Del Norte District/Durango District



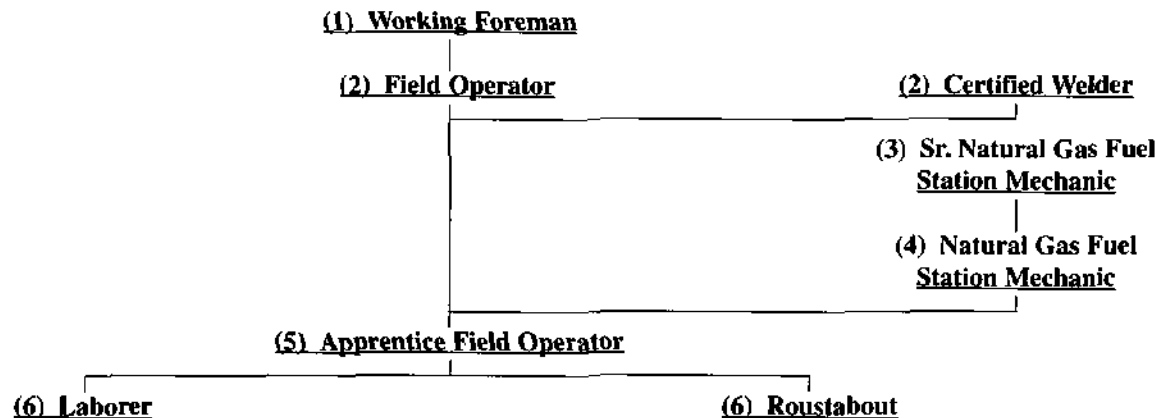
Note: Denver Division Field Operator & Apprentice Field Operator classifications used as NSCHW & SW in compressor station operation & underground storage.

Note: Laborers will progress to the next 6-month wage step after working 6 months consecutive or otherwise.

90 San Luis Valley Division
High Pressure Gas Department
June 1, 2003

EXHIBIT A
WESTERN DIVISION
JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

High Pressure Gas Department
Grand Junction District/Rangely District/Rifle District/Meeker District



Note: Denver Division Field Operator & Apprentice Field Operator classifications used as NSCHW & SW in compressor station operation & underground storage.
 Note: Laborers will progress to the next 6-month wage step after working 6 months consecutive or otherwise.

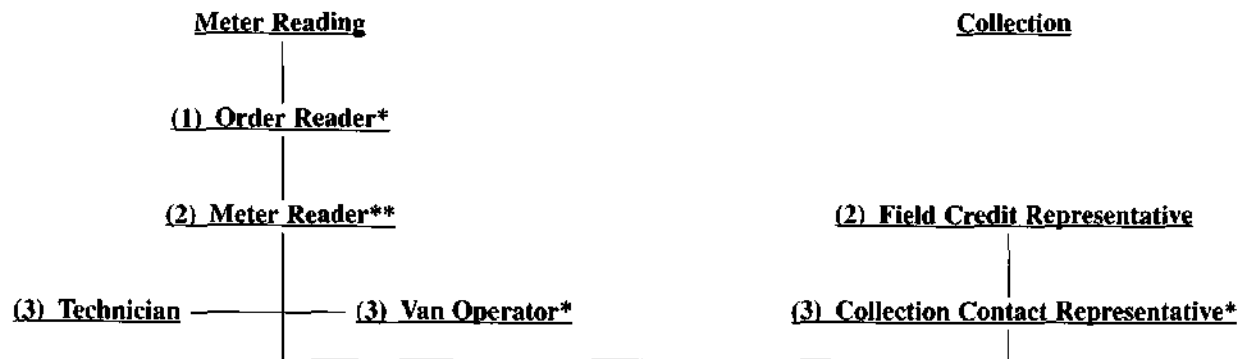
EXHIBIT A

GAS STANDARDS DEPARTMENT AND DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Denver

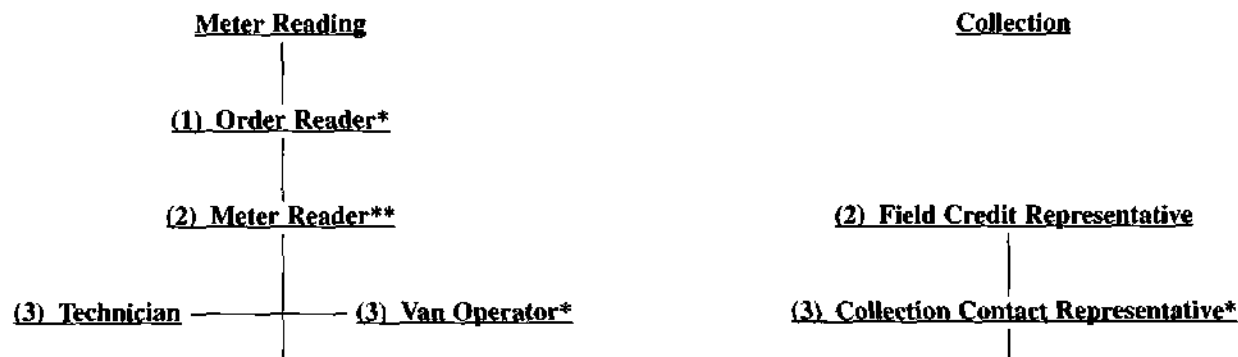
(1) Gas Standards Technician

EXHIBIT A**BOULDER DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

** Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

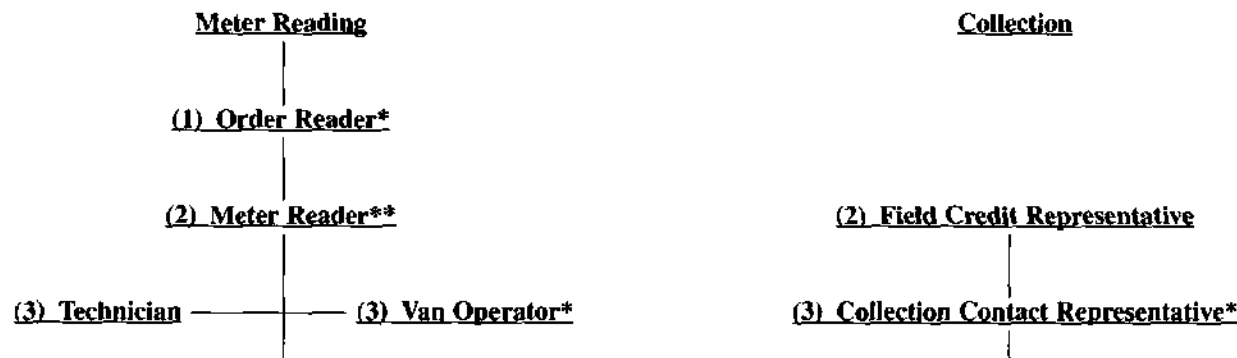
**11a Boulder Division
Meter Revenue Department
June 1, 2003**

EXHIBIT A**DENVER DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

** Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

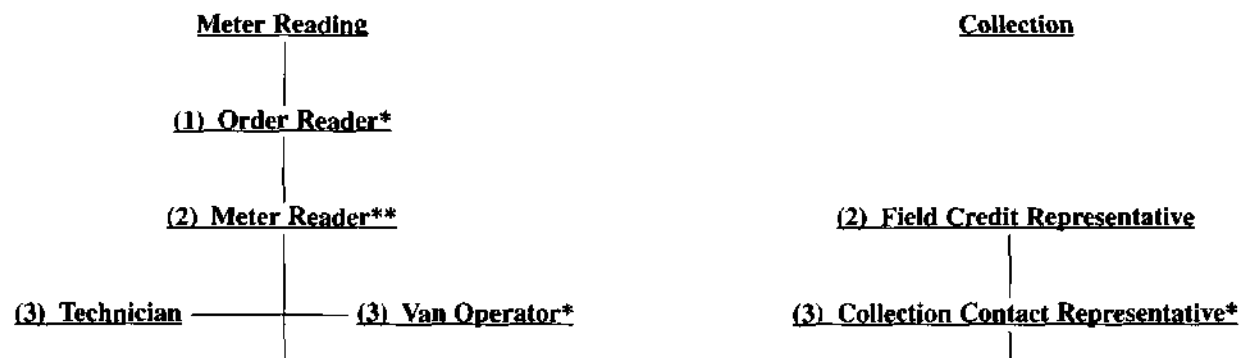
**11b Denver Division
Meter Revenue Department
June 1, 2003**

EXHIBIT A**FRONT RANGE DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

** Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

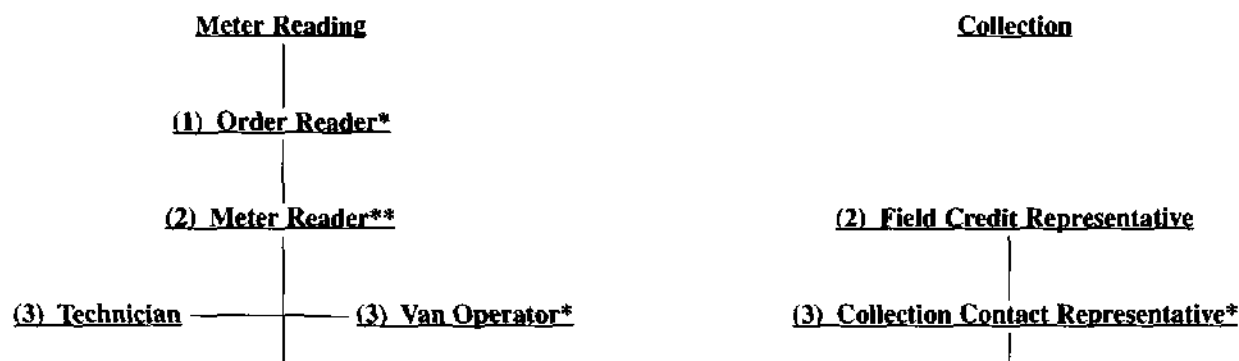
**11c Front Range Division
Meter Revenue Department
June 1, 2003**

EXHIBIT A**HIGH PLAINS DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

** Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

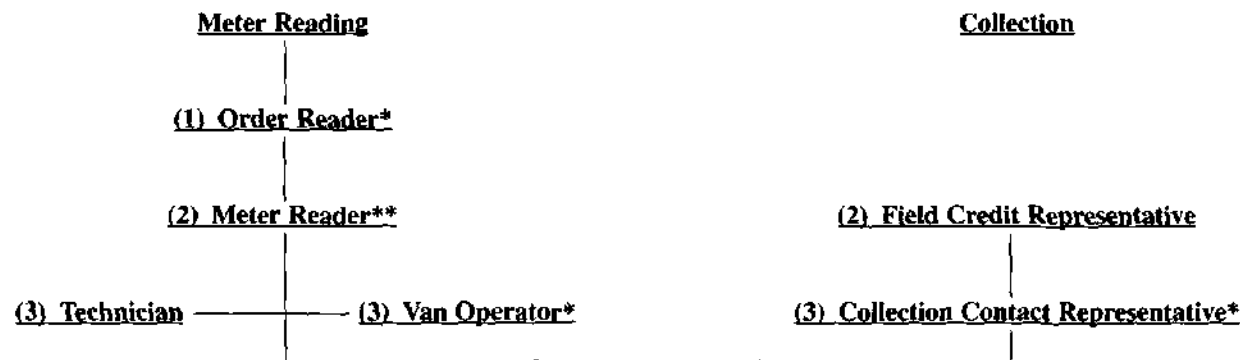
**11d High Plains Division
Meter Revenue Department
June 1, 2003**

EXHIBIT A**MOUNTAIN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

** Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

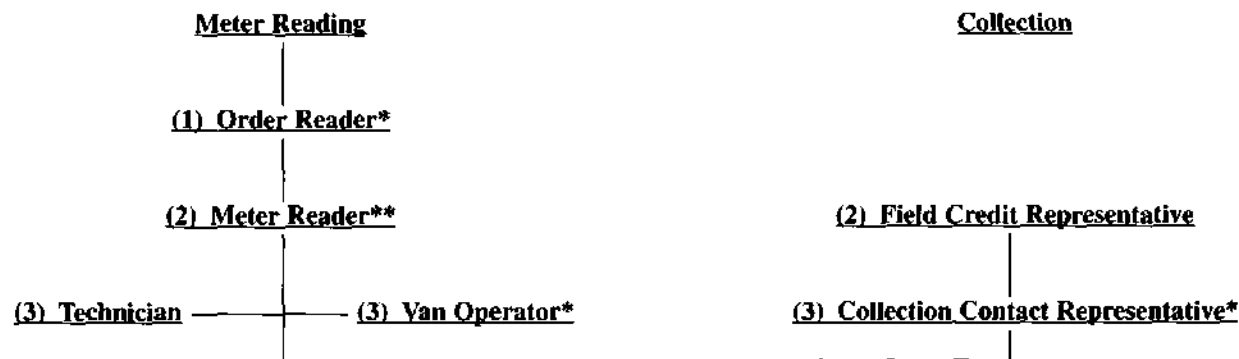
**11e Mountain Division
Meter Revenue Department
June 1, 2003**

EXHIBIT A**NORTHERN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

** Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

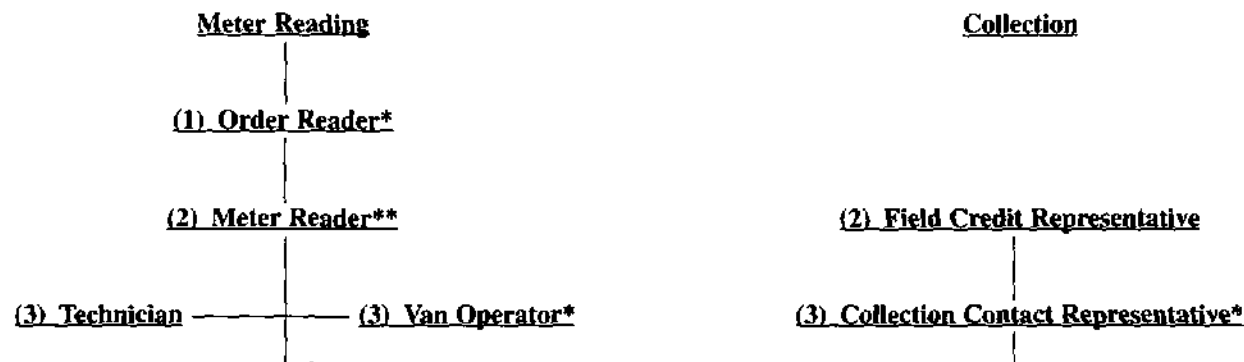
**11f Northern Division
Meter Revenue Department
June 1, 2003**

EXHIBIT A**PUEBLO DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

** Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

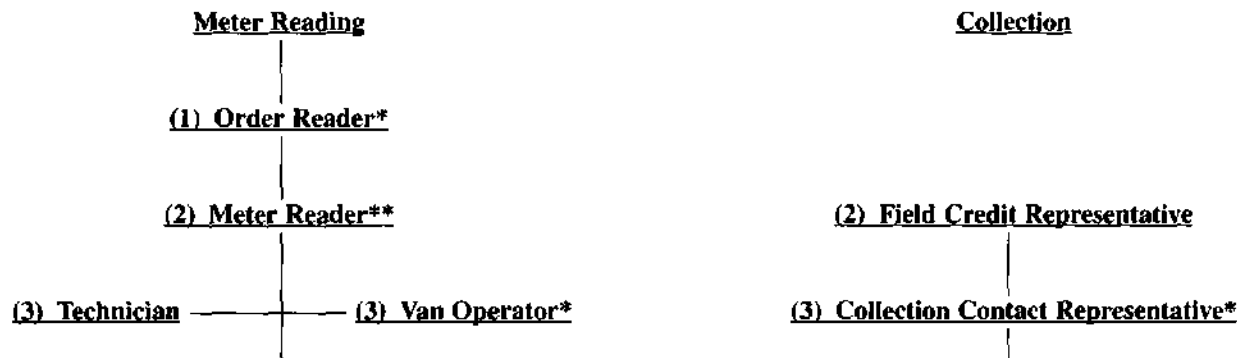
**11g Pueblo Division
Meter Revenue Department
June 1, 2003**

EXHIBIT A**SAN LUIS VALLEY DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

** Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

11h San Luis Valley Division
Meter Revenue Department
June 1, 2003

EXHIBIT A**WESTERN DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Meter Revenue Department**

* The classifications of Order Reader, Van Operator and Collection Contact Rep applies to the Denver area only, except for the application of Article 19, Section 3.

** Meter Readers will be given 1st opportunity for promotion into Field Credit Representative vacancies by Meter Reading Department seniority.

**11i Western Division
Meter Revenue Department
June 1, 2003**

EXHIBIT A**METROLOGY DEPARTMENT AND DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Denver****(1) Working Foreman****(2) Senior Metrologist/LMS**

(3) Gas & Electric Meter & Transformer Shop Specialist (G&E)* **(3) Metrologist**

* Employees in the Design Department Associate classification will be given first right of transfer into the G&E classification.

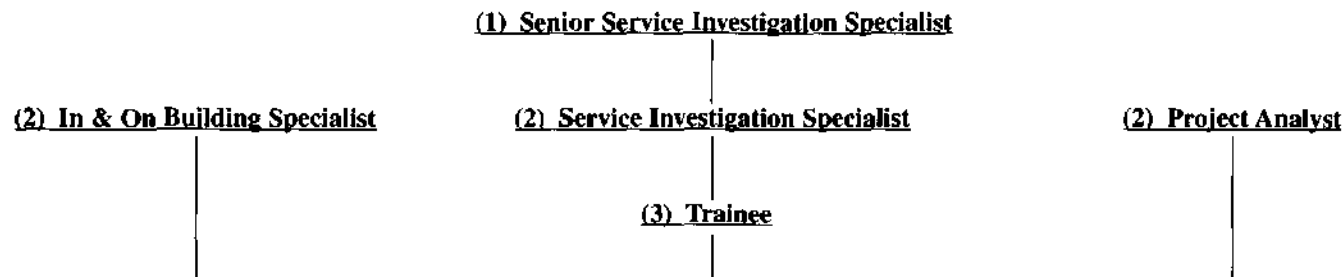
EXHIBIT A**SERVICE INVESTIGATION DEPARTMENT AND DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS**

EXHIBIT A

BOULDER DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Stores Department

(1) Senior Storekeeper

(2) Storekeeper

(3) Storekeeper Trainee

(4) Deliveryperson

(5) Stores Utility Worker

(6) Mail Bus Driver

**14a Boulder Division
Stores Department
June 1, 2003**

EXHIBIT A

DENVER DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Stores Department

(1) Senior Storekeeper



(2) Storekeeper



(3) Storekeeper Trainee



(4) Deliveryperson



(5) Stores Utility Worker



(6) Mail Bus Driver

Sr AS/RS Specialist

14b Denver Division

Stores Department

June 1, 2003

EXHIBIT A

FRONT RANGE DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Stores Department

(1) Senior Storekeeper



(2) Storekeeper



(3) Storekeeper Trainee



(4) Deliveryperson



(5) Stores Utility Worker



(6) Mail Bus Driver

**14c Front Range Division
Stores Department
June 1, 2003**

EXHIBIT A

HIGH PLAINS DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Stores Department

(1) Senior Storekeeper



(2) Storekeeper



(3) Storekeeper Trainee



(4) Deliveryperson



(5) Stores Utility Worker



(6) Mail Bus Driver

**14d High Plains Division
Stores Department
June 1, 2003**

EXHIBIT A

MOUNTAIN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Stores Department

(1) Senior Storekeeper

(2) Storekeeper

(3) Storekeeper Trainee

(4) Deliveryperson

(5) Stores Utility Worker

(6) Mail Bus Driver

**14e Mountain Division
Stores Department
June 1, 2003**

EXHIBIT A

NORTHERN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Stores Department

(1) Senior Storekeeper



(2) Storekeeper



(3) Storekeeper Trainee



(4) Deliveryperson



(5) Stores Utility Worker



(6) Mail Bus Driver

14f Northern Division
Stores Department
June 1, 2003

EXHIBIT A

PUEBLO DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Stores Department

(1) Senior Storekeeper



(2) Storekeeper



(3) Storekeeper Trainee



(4) Deliveryperson



(5) Stores Utility Worker



(6) Mail Bus Driver

**14g Pueblo Division
Stores Department
June 1, 2003**

EXHIBIT A

SAN LUIS VALLEY DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Stores Department

(1) Senior Storekeeper

(2) Storekeeper

(3) Storekeeper Trainee

(4) Deliveryperson

(5) Stores Utility Worker

(6) Mail Bus Driver

**14h San Luis Valley Division
Stores Department
June 1, 2003**

EXHIBIT A

WESTERN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Stores Department

(1) Senior Storekeeper



(2) Storekeeper



(3) Storekeeper Trainee



(4) Delivery person



(5) Stores Utility Worker

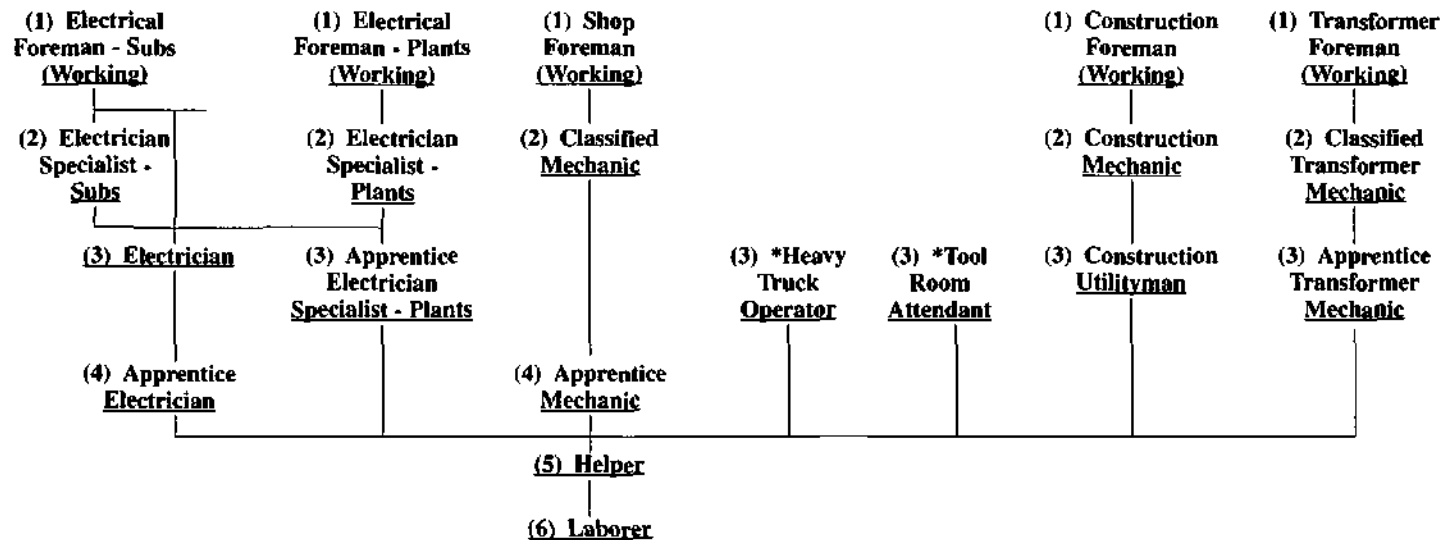


(6) Mail Bus Driver

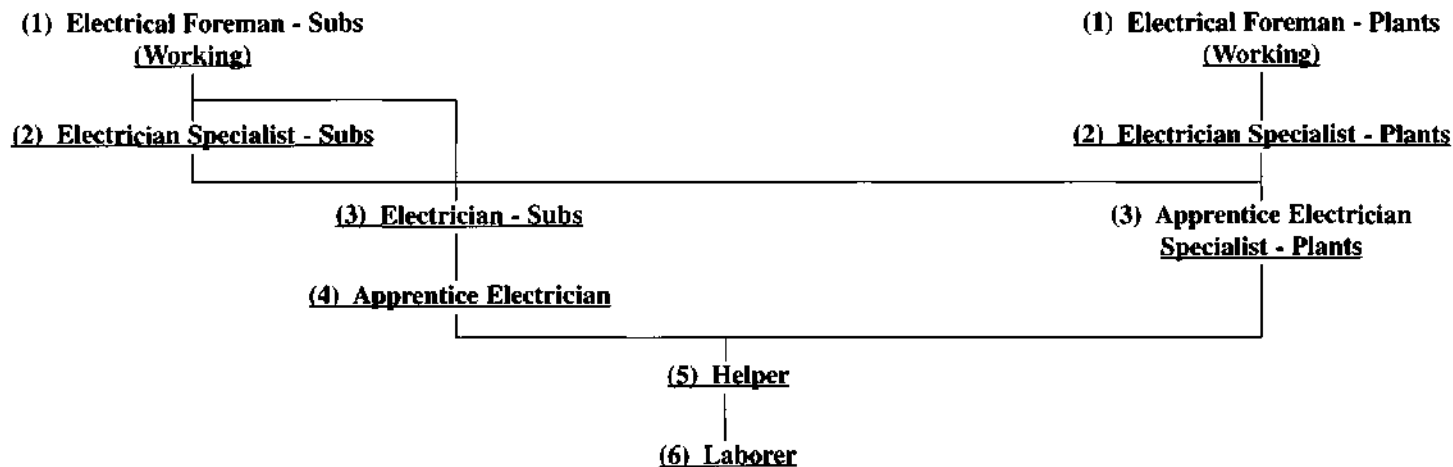
14i Western Division

Stores Department

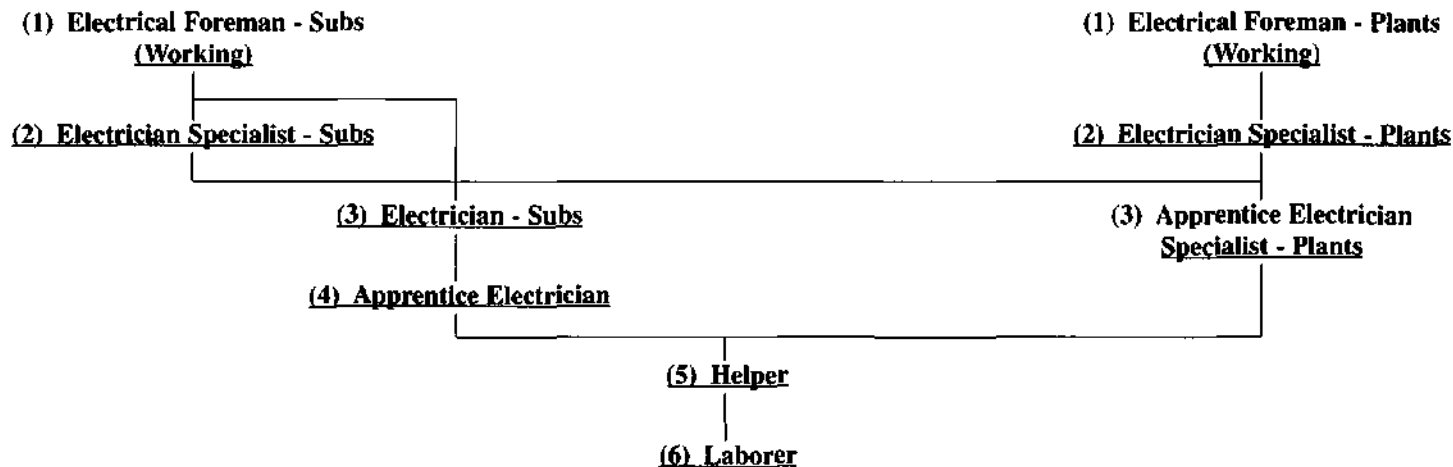
June 1, 2003

EXHIBIT A**SYSTEM OPERATIONS DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Denver Substation Department**

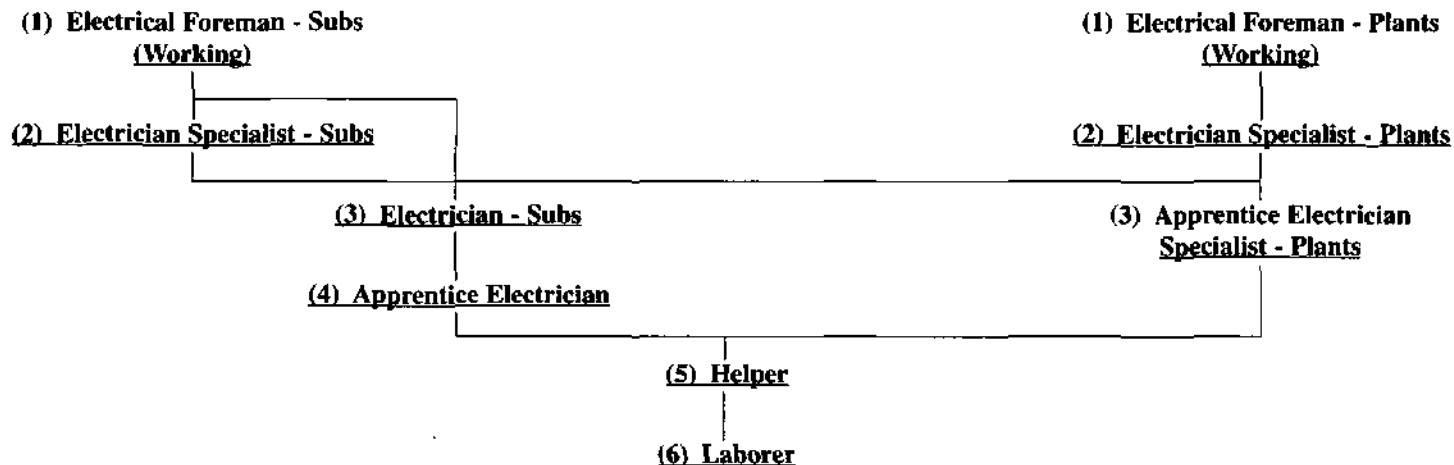
15a System Operations Division
 Denver Substation Department
 June 1, 2003

EXHIBIT A**SYSTEM OPERATIONS DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Northeast Substation Department**

15b System Operations Division
Northeast Substation Department
June 1, 2003

EXHIBIT A**SYSTEM OPERATIONS DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Southern Substation Department**

15c System Operations Division
Southern Substation Department
June 1, 2003

EXHIBIT A**SYSTEM OPERATIONS DIVISION****JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS****Western Substation Department**

15d System Operations Division
Western Substation Department
June 1, 2003

EXHIBIT A

SYSTEM OPERATIONS DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Substation and Line Equipment Test Department

(1) Electrical Equipment Tester



(2) Apprentice Electrical Equipment Tester



(3) Helper

15e System Operations Division
Substation & Line Equipment Test Department
June 1, 2003

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

The organizational chart is divided into two main sections: Transmission Line Crews and Transmission Patrol.

Transmission Line Crews:

- (1) Working Foreman
 - (2) *Lineman
 - (3) Apprentice Lineman
 - (4) *Line Truck Operator
 - (4) *Special Pole Truck Operator
 - (4) *Groundman
 - (5) Laborer

Transmission Patrol:

- (2) *Lineman-Patrolman (Remote)
 - (3) *Patrolman (L&D)
- (2) *Lineman-Patrolman (Urban)
 - (3) *Patrolman

**15f System Operations Division
Transmission Line Department
June 1, 2003**

EXHIBIT A

BOULDER DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Transportation Department

(1) Fleet Mechanic Lead



(2) Fleet Mechanic A



(3) Fleet Mechanic B



(4) Fleet Mechanic C

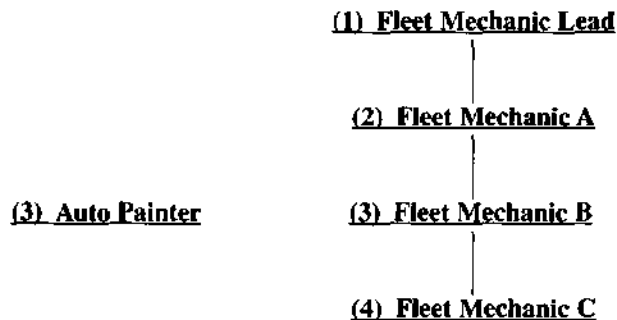
**16a Boulder Division
Transportation Department
June 1, 2003**

EXHIBIT A

DENVER DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Transportation Department



16b Denver Division
Transportation Department
June 1, 2003

EXHIBIT A

MOUNTAIN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Transportation Department

(1) Fleet Mechanic Lead



(2) Fleet Mechanic A



(3) Fleet Mechanic B



(4) Fleet Mechanic C

**16c Mountain Division
Transportation Department
June 1, 2003**

EXHIBIT A

NORTHERN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Transportation Department

(1) Fleet Mechanic Lead



(2) Fleet Mechanic A



(3) Fleet Mechanic B



(4) Fleet Mechanic C

**16d Northern Division
Transportation Department
June 1, 2003**

EXHIBIT A

PUEBLO DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Transportation Department

(1) Fleet Mechanic Lead



(2) Fleet Mechanic A



(3) Fleet Mechanic B



(4) Fleet Mechanic C

**16e Pueblo Division
Transportation Department
June 1, 2003**

EXHIBIT A

SAN LUIS VALLEY DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Transportation Department

(1) Fleet Mechanic Lead



(2) Fleet Mechanic A



(3) Fleet Mechanic B



(4) Fleet Mechanic C

EXHIBIT A

WESTERN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Transportation Department

(1) Fleet Mechanic Lead



(2) Fleet Mechanic A



(3) Fleet Mechanic B



(4) Fleet Mechanic C

**16g Western Division
Transportation Department
June 1, 2003**

EXHIBIT A

DENVER DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Utility Services Department

(1) Utilityworker Lead



(2) Utilityworker B



(3) Utilityworker C

Note: The affected employees in this department on date of ratification will, in the future, have first priority for promotion & transfers within their former respective Exhibits A & D.

**17a Denver Division
Utility Services Department
June 1, 2003**

EXHIBIT A

MOUNTAIN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Utility Services Department

(1) Utilityworker Lead



(2) Utilityworker B



(3) Utilityworker C

Note: The affected employees in this department on date of ratification will, in the future, have first priority for promotion & transfers within their former respective Exhibits A & D.

**17b Mountain Division
Utility Services Department
June 1, 2003**

EXHIBIT A

NORTHERN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Utility Services Department

(1) Utilityworker Lead



(2) Utilityworker B



(3) Utilityworker C

Note: The affected employees in this department on date of ratification will, in the future, have first priority for promotion & transfers within their former respective Exhibits A & D.

**17c Northern Division
Utility Services Department
June 1, 2003**

EXHIBIT A

SOUTHERN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Utility Services Department

(1) Utilityworker Lead



(2) Utilityworker B



(3) Utilityworker C

Note: The affected employees in this department on date of ratification will, in the future, have first priority for promotion & transfers within their former respective Exhibits A & D.

**17d Southern Division
Utility Services Department
June 1, 2003**

EXHIBIT A

WESTERN DIVISION

JOB CLASSIFICATIONS AND DIAGRAM OF NORMAL PROMOTIONS AND DEMOTIONS

Utility Services Department

(1) Utilityworker Lead



(2) Utilityworker B



(3) Utilityworker C

Note: The affected employees in this department on date of ratification will, in the future, have first priority for promotion & transfers within their former respective Exhibits A & D.

**17e Western Division
Utility Services Department
June 1, 2003**

EXHIBIT C

OPERATIONS, ENERGY SUPPLY & MAINTENANCE AGREEMENT

ENTERING OR HIRING-IN JOBS

(The job classification listed includes all steps in the classification)

<u>Flow Diagram No. & Department</u>		<u>Job Classification</u>
1a	Appliance Service Department & Division	Helper
2a	Construction Department & Division	Laborer
3a	Corrosion Prevention Department - Denver Division	CP Technician
3b	Corrosion Prevention Department - Mountain Division	CP Technician
3c	Corrosion Prevention Department - Northern Division	CP Technician
3d	Corrosion Prevention Department - San Luis Valley Division	CP Technician
3e	Corrosion Prevention Department - Western Division	CP Technician
4a	Design Department - Boulder Division	Associate
4b	Design Department - Denver Division	Associate
4c	Design Department - Front Range Division	Associate
4d	Design Department - High Plains Division	Associate
4e	Design Department - Mountain Division	Associate
4f	Design Department - Northern Division	Associate
4g	Design Department - Pueblo Division	Associate
4h	Design Department - Southern Division	Associate
4i	Design Department - Western Division	Associate
5a	Distribution Control Center Department	Dispatcher
6a	Electric Distribution Operations Maintenance Specialist Department and Division	Elec Dist Ops Mtc Specialist in Training
7a	Electric Line Department - Boulder Division	Utility Worker
7b	Electric Meter Department - Boulder Division	Utility Worker

<u>Flow Diagram No. & Department</u>	<u>Job Classification</u>
7c Electric Line Department - Denver Division	Utility Worker
7d Electric Meter Department - Denver Division	Utility Worker
7e Electric Line Department - Front Range Division	Utility Worker
7f Electric Meter Department - Front Range Division	Utility Worker
7g Electric Line Department - High Plains Division	Utility Worker
7h Electric Meter Department - High Plains Division	Utility Worker
7i Electric Line Department - Mountain Division	Utility Worker
7j Electric Meter Department - Mountain Division	Utility Worker
7k Electric Line Department - Northern Division	Utility Worker
7L Electric Meter Department - Northern Division	Utility Worker
7m Electric Line Department - San Luis Valley Division	Utility Worker
7n Electric Meter Department - San Luis Valley Division	Utility Worker
7o Electric Line Department - Western Division	Utility Worker
7p Electric Meter Department - Western Division	Utility Worker
8a Energy Supply - Cameo Department & Division	Plant Specialist C
8b Energy Supply - Comanche Department & Division	Plant Specialist C
8c Energy Supply - Fort St. Vrain Department & Division	Plant Specialist C
8d Energy Supply - Hayden Department & Division	Plant Specialist C
8e Energy Supply - Metro Department & Division (Arapahoe, Cherokee, Steam Heat, Zuni Stations)	Plant Specialist C
8f Energy Supply - Pawnee Department & Division	Plant Specialist C
8g Energy Supply - Valmont Department & Division	Plant Specialist C
8h Energy Supply - Boulder Hydro Department & Division	Plant Specialist C
8i Energy Supply - Cabin Creek/Georgetown Department & Division	Plant Specialist C
8j Energy Supply - Shoshone Department & Division	Plant Specialist C

<u>Flow Diagram No. & Department</u>	<u>Job Classification</u>
8k Energy Supply - Ames/Salida/Tacoma Hydro Department & Division	Plant Specialist C
9a Gas Department - Boulder Division	Utility Worker
9b Gas Department - Denver Division	Utility Worker
9c Gas Department - Front Range Division	Utility Worker
9d Gas Department - High Plains Division	Utility Worker
9e Gas Department - Mountain Division	Utility Worker
9f Gas Department - Northern Division	Utility Worker
9g Gas Department - Pueblo Division	Utility Worker
9h Gas Department - San Luis Valley Division	Utility Worker
9i Gas Department - Western Division	Utility Worker
9j Gas Meter Shop Department - Denver Division	Utility Worker
9k Gas Mechanical Shop - Denver Division	Utility Worker
9L High Pressure Gas Department - Denver Division	Laborer/Roustabout
9m High Pressure Gas Department - Mountain Division	Laborer/Roustabout
9n High Pressure Gas Department - Northern Division	Laborer/Roustabout
9o High Pressure Gas Department - San Luis Valley Division	Laborer/Roustabout
9p High Pressure Gas Department - Western Division	Laborer/Roustabout
10a Gas Standards Department and Division	Gas Standards Technician
11a Meter Revenue Department - Boulder Division	Van Operator
11b Meter Revenue Department - Denver Division	Van Operator
11c Meter Revenue Department - Front Range Division	Van Operator
11d Meter Revenue Department - High Plains Division	Van Operator
11e Meter Revenue Department - Mountain Division	Van Operator
11f Meter Revenue Department - Northern Division	Van Operator

<u>Flow Diagram No. & Department</u>	<u>Job Classification</u>
11g Meter Revenue Department - San Luis Valley Division	Van Operator
11h Meter Revenue Department - Western Division	Van Operator
12a Metrology Department and Division	G&E Meter and Transformer Shop Specialist or Metrologist
13a Service Investigation Department and Division	Trainee
14a Stores Department - Boulder Division	Stores Utility Worker
14b Stores Department - Denver Division	Stores Utility Worker
14c Stores Department - Front Range Division	Stores Utility Worker
14d Stores Department - High Plains Division	Stores Utility Worker
14e Stores Department - Mountain Division	Stores Utility Worker
14f Stores Department - Northern Division	Stores Utility Worker
14g Stores Department - Pueblo Division	Stores Utility Worker
14h Stores Department - San Luis Valley Division	Stores Utility Worker
14i Stores Department - Western Division	Stores Utility Worker
15a System Operations Division - Denver Substation Department	Helper
15b System Operations Division - Northeast Substation Department	Helper
15c System Operations Division - Southern Substation Department	Helper
15d System Operations Division - Western Substation Department	Helper
15e System Operations Div - Substation & Line Equipment Test Department	Helper
15f System Operations Division - Transmission Line Department	Groundman
16a Transportation Department - Boulder Division	Fleet Mechanic C
16b Transportation Department - Denver Division	Fleet Mechanic C
16c Transportation Department - Mountain Division	Fleet Mechanic C

<u>Flow Diagram No. & Department</u>	<u>Job Classification</u>
16d Transportation Department - Northern Division	Fleet Mechanic C
16e Transportation Department - Pueblo Division	Fleet Mechanic C
16f Transportation Department - San Luis Valley Division	Fleet Mechanic C
16g Transportation Department - Western Division	Fleet Mechanic C
17a Utility Services Department - Denver Division	Utility Worker C
17b Utility Services Department - Mountain Division	Utility Worker C
17c Utility Services Department - Northern Division	Utility Worker C
17d Utility Services Department - Southern Division	Utility Worker C
17e Utility Services Department - Western Division	Utility Worker C

Exhibit D
Order for Honoring Transfer Requests
Under Article 17, "Transfer", Section 5, Rules First, Second & Third

Organization	<u>DIVISION</u>	<u>OPERATING DISTRICT</u>	<u>COMPANY-WIDE</u>
	FIRST**	GEOGRAPHIC AREA	THIRD**
	Flow Diagram Nos.	Flow Diagram Nos.	Flow Diagram Nos.
	(All Equal)*	(All Equal)*	(All Equal)*
1a Appliance Service Department & Division	7a, 7b, 7c, 7d, 7e, 7f, 7g, 7h, 7i, 7j, 7k, 7L, 7m, 7n, 7o, 7p, 9a, 9b, 9c, 9d, 9e, 9f, 9g, 9h, 9i, 9j, 9k	17a, 17b, 17c, 17d, 17e	All Other Company Departments
2a Construction Department & Division	8e, 9b, 16f, 16a, 16e, 7c, 7d, 9j, 9k, 16b, 14b, 9L, 17a	All Other Company Departments
3a Corrosion Prevention Dept - Denver Div	9b, 17a, 4b	All Other Company Departments
3b Corrosion Prevention Dept - Mountain Div	9e, 17b, 4e	All Other Company Departments
3c Corrosion Prevention Dept - Northern Div	9f, 17c, 4f	All Other Company Departments
3d Corrosion Prevention Dept - San Luis Vly Div	9h, 17d, 4h	All Other Company Departments
3e Corrosion Prevention Dept - Western Div	9i, 17e, 4i	All Other Company Departments
4a Design Dept - Boulder Division	7a, 9a, 17a	All Other Company Departments

Organization	OPERATING DISTRICT GEOGRAPHIC AREA		COMPANY-WIDE
	<u>DIVISION</u> FIRST** Flow Diagram Nos. (All Equal)*	SECOND** Flow Diagram Nos. (All Equal)*	
4b Design Dept - Denver Division	7c, 9b, 17a	All Other Company Departments
4c Design Dept - Front Range Division	7e, 9c, 17a	All Other Company Departments
4d Design Dept - High Plains Division	7g, 9d, 17c	All Other Company Departments
4e Design Dept - Mountain Division	7i, 9e, 17b	All Other Company Departments
4f Design Dept - Northern Division	7k, 9f, 17c	All Other Company Departments
4g Design Dept - Pueblo Division	7m, 9g, 17d	All Other Company Departments
4h Design Dept - Southern Division	7m, 9h, 17d	All Other Company Departments
4i Design Dept - Western Division	7o, 9i, 17e	All Other Company Departments
5a Distribution Control Center Dept	All Other Electric, Gas, System Op Div	All Other Company Departments
6a Electric Dist Operations Maintenance Specialist Dept & Div	7c, 15a, 15e, 15f,	7a, 7e, 7g, 7i, 7k, 7m, 4o 15b, 15c, 15d	All Other Company Departments
7a Electric Line Dept - Boulder Division	7b, 9a, 14a, 16a, 17a	8g, 15b	All Other Company Departments

Organization	OPERATING DISTRICT GEOGRAPHIC AREA		COMPANY-WIDE
	<u>DIVISION</u> FIRST** Flow Diagram Nos. (All Equal)*	<u>SECOND**</u> Flow Diagram Nos. (All Equal)*	
7b Electric Meter Dept - Boulder Division	7a, 9a, 14a, 16a, 17a	8g, 15b	All Other Company Departments
7c Electric Line Dept - Denver Division	1a, 7d, 15a, 15b, 15c, 15d, 15e, 17a	8e, 9b, 15f, 2a, 9j, 9k, 16b, 14b 7e, 7f, 9c, 14c, 9L	All Other Company Departments
7d Electric Meter Dept - Denver Division	1a, 7c, 15a, 15b, 15c, 15d, 15e, 17a	8e, 9b, 16c, 2a, 9j, 9k, 17b 14b, 9L	All Other Company Departments
7e Electric Line Dept - Front Range Division	7f, 9c, 14c, 17a	All Other Company Departments
7f Electric Meter Dept - Front Range Division	7c, 9c, 14c, 17a	All Other Company Departments
7g Electric Line Dept - High Plains Division	7h, 9d, 14d, 17c	All Other Company Departments
7h Electric Meter Dept - High Plains Division	7g, 9d, 14d, 17c	All Other Company Departments
7i Electric Line Dept - Mountain Division	7j, 9e, 14e, 16c, 17b	16c	All Other Company Departments
7j Electric Meter Dept - Mountain Division	7i, 9e, 14e, 16c, 17b	16c	All Other Company Departments
7k Electric Line Dept - Northern Division	7L, 9f, 14f, 16d, 17c	9n	All Other Company Departments

Organization	<u>DIVISION</u>	<u>OPERATING DISTRICT</u>	<u>COMPANY-WIDE</u>
	FIRST**	SECOND**	THIRD**
	Flow Diagram Nos.	Flow Diagram Nos.	Flow Diagram Nos.
	(All Equal)*	(All Equal)*	(All Equal)*
7L			
Electric Meter Dept - Northern Division	7k, 9f, 14f, 16d, 17c	9n	All Other Company Departments
7m			
Electric Line Dept - San Luis Valley Div	7n, 9h, 14h, 16f, 17d	All Other Company Departments
7n			
Electric Meter Dept - San Luis Valley Div	7m, 9h, 14h, 16f, 17d	All Other Company Departments
7o			
Electric Line Dept - Western Division	7p, 9i, 14i, 16g, 17e	15d, 8a	All Other Company Departments
7p			
Electric Meter Dept - Western Division	7o, 9i, 14i, 16g, 11e	15d, 8a	All Other Company Departments
8a			
Energy Supply - Cameo Dept & Division	7o, 7p, 9i, 14i, 16g, 17e, 15d	All Other Company Departments
8b			
Energy Supply - Comanche Dept & Division	9g, 16e, 14g, 9o, 17d	All Other Company Departments
8c			
Energy Supply - Fort St Vrain Dept & Div	All Other Company Departments
8d			
Energy Supply - Hayden Dept & Division	All Other Company Departments
8e			
Energy Supply - Metro Dept & Division	9b, 15f, 15a, 15e, 7c, 7d, 1a, 2a 9j, 9k, 16b, 14b, 9L, 17a	All Other Company Departments
8f			
Energy Supply - Pawnee Dept & Division	9g, 7h, 9d, 14d, 9n, 17c	All Other Company Departments

Organization	DIVISION		COMPANY-WIDE
	FIRST** Flow Diagram Nos. (All Equal)*	SECOND** Flow Diagram Nos. (All Equal)*	THIRD** Flow Diagram Nos. (All Equal)*
8g Energy Supply - Valmont Dept & Division	15b, 7a, 7b, 9a, 16a, 14a, 9n, 17a	All Other Company Departments
8h Energy Supply - Boulder Hydro Dept & Div	8i, 8j, 8k	All Other Company Departments
8i Energy Supply - Cabin Creek/Georgetown Hydro Dept & Division	8h, 8j, 8k	All Other Company Departments
8j Energy Supply - Shoshone Hydro Dept & Div	8h, 8i, 8k	All Other Company Departments
8k Energy Supply - Ames/Salida/Tacoma Hydro Dept & Division	8h, 8i, 8j	All Other Company Departments
9a Gas Department - Boulder Division	7a, 7b, 14a, 16a, 17a	8g, 15b	All Other Company Departments
9b Gas Department - Denver Division	9j, 9k, 16b, 9L, 17a	8e, 15f, 15a, 15c, 7c, 7d, 1a, 2a, 14b	All Other Company Departments
9c Gas Department - Front Range Division	7e, 7f, 14c, 17a	All Other Company Departments
9d Gas Department - High Plains Division	7g, 7h, 14d, 17c	All Other Company Departments
9e Gas Department - Mountain Division	7i, 7j, 14e, 16c, 17b	15c	All Other Company Departments
9f Gas Department - Northern Division	7k, 7L, 14f, 16d, 17c	9n	All Other Company Departments

Organization	<u>DIVISION</u>	<u>OPERATING DISTRICT</u>	<u>COMPANY-WIDE</u>
	<u>FIRST**</u>	<u>GEOGRAPHIC AREA</u>	<u>THIRD**</u>
	Flow Diagram Nos. (All Equal)*	Flow Diagram Nos. (All Equal)*	Flow Diagram Nos. (All Equal)*
9g Gas Department - Pueblo Division	17d	All Other Company Departments
9h Gas Department - San Luis Valley Div	7m, 7n, 14h, 16c, 17d	All Other Company Departments
9i Gas Department - Western Division	7o, 7p, 14L, 16g, 17e	15d, 8a	All Other Company Departments
9j Gas Meter Shop Dept - Denver Division	9b, 9k, 1b, 17a	8e, 15f, 15a, 15e, 7c, 7d, 1a, 2a 14b, 9L	All Other Company Departments
9k Gas Mechanical Shop Dept - Denver Div	9b, 9j, 16b, 17a	8e, 15f, 15a, 15c, 7c, 7d, 1a, 2a 16b, 14b, 9L	All Other Company Departments
9L High Pressure Gas Dept - Denver Div	9n, 9o, 9m, 9p	All Other Company Departments
9m High Pressure Gas Dept - Mountain Div	9L, 9n, 9o, 9p	All Other Company Departments
9n High Pressure Gas Dept - Northern Div	9L, 9o, 9m, 9p	All Other Company Departments
9o High Pressure Gas Dept - San Luis Vly Div	9L, 9n, 9m, 9p	All Other Company Departments
9p High Pressure Gas Dept - Western Div	9L, 9m, 9o, 9m	All Other Company Departments
10a Gas Standards Department & Division	4b, 9b, 17a	All Other Company Departments

Organization	OPERATING DISTRICT GEOGRAPHIC AREA		COMPANY-WIDE
	DIVISION FIRST** Flow Diagram Nos. (All Equal)*	SECOND** Flow Diagram Nos. (All Equal)*	
11a Meter Revenue Dept - Boulder Division	All Other Company Departments
11b Meter Revenue Dept - Denver Division	All Other Company Departments
11c Meter Revenue Dept - Front Range Division	All Other Company Departments
11d Meter Revenue Dept - High Plains Division	All Other Company Departments
11e Meter Revenue Dept - Mountain Division	All Other Company Departments
11f Meter Revenue Dept - Northern Division	All Other Company Departments
11g Meter Revenue Dept - Pueblo Division	All Other Company Departments
11h Meter Revenue Dept - San Luis Valley Div	All Other Company Departments
11i Meter Revenue Dept - Western Division	All Other Company Departments
12a Metrology Department and Division	7d, 1a, 4b, 9j, 9k, 13a	All Geographic Electric Meter, Electric Line and Design Divisions	All Other Company Departments
13a Service Investigation Department & Division	7c, 4b, 7d	All Other Company Departments

Organization	<u>DIVISION</u>	<u>OPERATING DISTRICT</u>	<u>COMPANY-WIDE</u>
	FIRST** Flow Diagram Nos. (All Equal)*	SECOND** Flow Diagram Nos. (All Equal)*	THIRD** Flow Diagram Nos. (All Equal)*
14a Stores Department - Boulder Division	7a, 7b, 9a, 16a	8g, 15b, 17a	All Other Company Departments
14b Stores Department - Denver Division	8e, 9b, 15f, 15a, 15c, 7c, 7d, 1a, 2a 9j, 9k, 16b, 9L, 17a	All Other Company Departments
14c Stores Department - Front Range Division	7e, 7f, 9c	All Other Company Departments
14d Stores Department - High Plains Division	7g, 7h, 9d	All Other Company Departments
14e Stores Department - Mountain Division	7i, 7j, 9e, 16c	15c	All Other Company Departments
14f Stores Department - Northern Division	7k, 7L, 9f, 16d	9n, 17c	All Other Company Departments
14g Stores Department - Pueblo Division	All Other Company Departments
14h Stores Department - San Luis Valley Div	7m, 7n, 12h, 16f	All Other Company Departments
14i Stores Department - Western Division	7o, 7p, 9i, 16g	17d, 8a	All Other Company Departments
15a System Oper Div - Denver Substn Dept	1a, 7c, 7d, 15b, 15c, 15d, 15e	8e, 9b, 15f, 2a, 6i, 6k, 16b, 14b 7e, 7f, 9c, 9a, 14c, 9L	All Other Company Departments

Organization	DIVISION FIRST** Flow Diagram Nos. (All Equal)*	OPERATING DISTRICT GEOGRAPHIC AREA SECOND** Flow Diagram Nos. (All Equal)*	COMPANY-WIDE THIRD** Flow Diagram Nos. (All Equal)*
15b System Oper Div - Northeast Substn Dept	1a, 7c, 7d, 15b, 15c, 15d, 15e	8c, 8g, 8f, 7a, 7b, 9a, 16a, 14a, 7k 7L, 9f, 14d, 16d, 7g, 7h, 9d, 9n	All Other Company Departments
15c System Oper Div - Southern Substn Dept	1a, 7c, 7d, 15a, 15b, 15d, 15e	8b, 7m, 7n, 9b, 14h, 16f, 7i, 7j 9e, 14c, 16c, 9g, 16e, 14g, 9o, 9m	All Other Company Departments
15d System Oper Div - Western Substn Dept	1a, 7c, 7d, 15a, 15b, 15c, 15e	8a, 7o, 7p, 9i, 14i, 16g, 9e, 9p	All Other Company Departments
15e System Oper Div - Substn & Line Eqpt Test Dept	15a, 15b, 15c, 15d, 15f	8e, 9b, 7c, 7d, 1a, 2a, 9j, 9k, 16b 14b, 7e, 7f, 9c, 9a, 14c, 9L	All Other Company Departments
15f System Oper Div - Transmission Line Dept	...	8e, 9b, 15a, 7c, 7d, 1a, 2a, 9j, 9k, 16b, 14b, 9L	All Other Company Departments
16a Transportation Dept - Boulder Division	7a, 7b, 9a, 14a	8g, 15b	All Other Company Departments
16b Transportation Dept - Denver Division	9b, 9j, 9k	8e, 15f, 15a, 15c, 7c, 7d, 1a, 2a 14b, 9L, 17a	All Other Company Departments
16c Transportation Dept - Mountain Division	7i, 7j, 9e, 14e	15c	All Other Company Departments
16d Transportation Dept - Northern Division	7k, 7L, 9f, 14f	9n, 17c	All Other Company Departments

Organization	OPERATING DISTRICT GEOGRAPHIC AREA		COMPANY-WIDE
	DIVISION FIRST** Flow Diagram Nos. (All Equal)*	SECOND** Flow Diagram Nos. (All Equal)*	
16e Transportation Dept - Pueblo Division	All Other Company Departments
16f Transportation Dept - San Luis Valley Div	7m, 7n, 9h, 14h	All Other Company Departments
16g Transportation Dept - Western Division	7o, 7p, 9i, 14i	15d, 8a	All Other Company Departments
17a Utility Services Dept - Denver Division	17b, 17c, 17d, 17e	Other Electr & Gas Divisions	All Other Company Departments
17b Utility Services Dept - Mountain Division	17a, 17c, 17d, 17e	Other Electr & Gas Divisions	All Other Company Departments
17c Utility Services Dept - Northern Division	17a, 17b, 17d, 17e	Other Electr & Gas Divisions	All Other Company Departments
17d Utility Services Dept - Southern Division	17a, 17b, 17c, 17e	Other Electr & Gas Divisions	All Other Company Departments
17e Utility Services Dept - Western Division	17a, 17b, 17c, 17d	Other Electr & Gas Divisions	All Other Company Departments

* Sequence of flow diagram numbers has no meaning. Listing made from Exhibit A Numerical Index.

**FIRST - From applications made by employees within the division in which the vacancy exists in order of their division seniority.

**SECOND - From applications made by employees of other divisions in the same operating district in order of their term of employment.

**THIRD - From applications made by employees from other operating districts in the order of their term of employment.

EXHIBIT E

Exhibit E #	Company #	Union #	Art	Sec	Job Category	Keyword
E-0061	P-94-0232	M-94-0074	11	5	All	LTD
E-0512	P-03-0126	M-03-0006	11	3	All	Benefits
E-0293	P-96-0111	M-98-0011	17	9	All	Transfers
E-0521	P-02-0168	M-03-0008	25	4	All	Apprenticeships
E-0526	P-02-0172	M-03-0011	25	4	All	Apprenticeships
E-0237	P-99-0036	M-99-0002	25	4	All	Miscellaneous
E-0528	P-03-0015	M-03-0015	25	4	All	CDL
E-0503	P-03-0116	M-03-0005	25	4	All	Benefits
E-0062	P-93-0500	M-93-0001	19	20	All	Training
E-0458	P-02-0030	M-02-0070	25	4	All	Miscellaneous
E-0476	P-02-0117	M-02-0014	25	4	All	Miscellaneous
E-0477	P-02-0119	M-02-0015	25	4	All	EEO
E-0060	P-94-0196	M-94-0013	11	6	All	Disabled Employees
E-0490	P-03-0087	M-03-0001	25	0	All	Apprenticeships
E-0493	P-03-0023	M-03-0002	0	0	All	Miscellaneous
E-0494	P-03-0016	M-03-0003	0	0	All	Benefits
E-0059	P-94-0195	M-94-0012	11	5	All	ADA
E-0063	P-93-0091	M-93-0010	7	9	All	Overtime
E-0145	P-98-0003	M-98-0002	25	4	All	Miscellaneous
E-0211	P-98-0109	M-98-0008	25	4	All	Benefits
E-0359	P-00-0117	M-00-0004	21	4	All	Miscellaneous
E-0381	P-99-0038	M-01-0004	25	0	All	Apprenticeships
E-0383	P-01-0026	M-01-0006	2	1	All	Miscellaneous
E-0198	P-98-0097	M-98-0007	24	1	All	Classification
E-0197	P-98-0088	M-98-0006	21	4	All	Miscellaneous
E-0196	P-98-0059	M-98-0005	22	1	All	Miscellaneous
E-0511	P-03-0125	M-03-0007	14	2	All	Miscellaneous
E-0416	P-01-0119	M-02-0002	25	4	All	Paycheck
E-0460	P-02-0062	M-02-0012	25	4	All	Miscellaneous
E-0130	P-97-0107	M-97-0015	5	1	All	Wage Rates
E-0126	P-97-0097	M-97-0008	11	1	All	Benefits
E-0440	P-01-0187	M-02-0003	2	1	All	Benefits
E-0441	P-01-0165	M-02-0004	25	4	All	Benefits
E-0453	P-02-0014	M-02-0008	25	4	All	Benefits
E-0080	P-96-0295	M-96-0004	7	1	All	Recognition
E-0529	P-03-0069	M-03-0016	25	4	All	Benefits
E-0307	P-99-0007	M-99-0007	11	2	All	Benefits
E-0003	P-92-0089	M-93-0003	19	26	All	Miscellaneous
E-0671	P-03-0164	M-04-0006	12	1	All	Miscellaneous
E-0610	P-03-0159	M-04-0005	11	1	All	Benefits
E-0609	P-03-0155	M-04-0004	11	9	All	Benefits
E-0613	P-04-0042	M-04-0008	25	4	All	Miscellaneous
E-0089	P-90-0102	M-90-0012	11	3	All	Benefits
E-0008	P-91-0111	M-91-0006	24	1	All	Relocation
E-0007	P-92-0158	M-92-0002	11	0	All	Miscellaneous
E-0010	P-90-0062	M-90-0007	2	1	All	Tools

EXHIBIT E

Exhibit E #	Company #	Union #	Art	Sec	Job Category	Keyword
E-0005	P-04-0006	ESL-04-0001	20	7	Electric Street Light	Training
E-0139	P-97-0091	ET-97-0002	20	7	Electric Trouble	Seniority
E-0518	P-03-0128	EU-03-0001	20	7	Electric Underground	Upgrade
E-0106	P-88-0055	EVC-88-0004	20	7	Electric Vaultman Cableman	Ratio
E-0245	P-99-0049	P-99-006	20	8	Energy Supply	Alternative Work Schedules
E-0288	P-98-0049	P-98-018	20	8	Energy Supply	Miscellaneous
E-0244	P-99-0048	P-99-005	20	8	Energy Supply	Alternative Work Schedules
E-0243	P-99-0047	P-99-004	20	8	Energy Supply	Alternative Work Schedules
E-0618	P-03-0151	P-98-017	20	8	Energy Supply	Alternative Work Schedules
E-0066	P-90-0055	P-90-003	20	8	Energy Supply	Individual
E-0234	P-99-0003	P-99-002	20	8	Energy Supply	ADA
E-0231	P-99-0021	P-99-001	20	8	Energy Supply	Alternative Work Schedules
E-0207	P-98-0081	P-98-012	20	8	Energy Supply	Seniority
E-0200	P-98-0043	P-98-008	20	8	Energy Supply	Reduction In Force
E-0199	P-98-0042	P-98-007	20	8	Energy Supply	Miscellaneous
E-0157	P-98-0048	P-98-004	20	8	Energy Supply	Classification
E-0149	P-98-0032	P-98-003	20	8	Energy Supply	Disabled Employee
E-0131	P-97-0012	P-97-005	20	8	Energy Supply	Disabled Employee
E-0069	P-81-0500	P-81-002	20	8	Energy Supply	Miscellaneous
E-0067	P-85-0016	P-85-006	20	8	Energy Supply	Training
E-0068	LR-82-0075	P-82-002	20	8	Energy Supply	Relocation
E-0419	P-01-0125	P-02-006	20	8	Energy Supply	Beards
E-0388	P-01-0009	P-01-005	20	8	Energy Supply	Alternative Work Schedules
E-0608	P-04-0027	ES-04-0004	20	8	Energy Supply	Training
E-0607	P-04-0007	ES-04-0003	20	8	Energy Supply	Alternative Work Schedule
E-0606	P-03-0168	ES-04-0002	20	8	Energy Supply	Miscellaneous
E-0586	P-98-0047	ES-04-0001	20	8	Energy Supply	Classification
E-0367	P-00-0167	P-00-022	20	8	Energy Supply	Alternative Work Schedules
E-0418	P-01-0122	P-02-005	20	8	Energy Supply	Beards
E-0421	P-01-0127	P-02-008	20	8	Energy Supply	Beards
E-0420	P-01-0126	P-02-007	20	8	Energy Supply	Beards
E-0422	P-01-0128	P-02-009	20	8	Energy Supply	Beards
E-0424	P-01-0130	P-02-011	20	8	Energy Supply	Beards
E-0425	P-01-0131	P-02-012	20	8	Energy Supply	Beards
E-0439	P-01-0173	P-02-018	20	8	Energy Supply	Per Diem
E-0292	P-98-0106	P-98-019	20	8	Energy Supply	Upgrade
E-0417	P-01-0121	P-02-004	20	8	Energy Supply	Beards
E-0314	P-99-0079	P-99-008	20	8	Energy Supply	Alternative Work Schedules
E-0294	P-98-0115	P-98-020	20	8	Energy Supply	Alternative Work Schedules
E-0423	P-01-0129	P-02-010	20	8	Energy Supply	Beards
E-0295	P-98-0116	P-98-021	20	8	Energy Supply	Alternative Work Schedules
E-0306	P-98-0153	P-98-025	20	8	Energy Supply	Alternative Work Schedules
E-0311	P-99-0035	P-99-007	20	8	Energy Supply	Alternative Work Schedules
E-0046	P-84-0008	FL-84-0010	20	9	Facility Locate	Classification
E-0045	P-91-0037	FL-91-0003	20	9	Facility Locate	Seniority
E-0041	P-94-0112	GA-94-0003	20	9	Gas Apprentice	Apprenticeships

EXHIBIT E

Exhibit E #	Company #	Union #	Art	Sec	Job Category	Keyword
E-0559	P-95-0039	MR-04-0023	20	11	Meter Revenue	Bargaining Unit Work
E-0578	P-04-0025	MD-04-0001	20	12	Meimlogy Department	Miscellaneous
E-0574	P-01-5006	SI-04-0001	20	13	Service Investigation	Miscellaneous
E-0615	P-04-0002	SI-04-0002	20	13	Service Investigation	Wage Rates
E-0092	P-87-0054	S-87-0001	20	14	Stores	Temporary Assignment
E-0394	P-00-0049	S-01-0002	20	14	Stores	Wage Rates
E-0508	P-03-0111	S-03-0001	20	14	Stores	Miscellaneous
E-0289	P-98-0095	S-98-0003	20	14	Stores	Temporary Assignment
E-0457	P-02-0027	S-02-0001	20	14	Stores	Alternative Work Schedules
E-0142	P-97-0006	SD-97-0005	20	15	System Operations	Alternative Work Schedules
E-0507	P-03-0138	SA-03-0001	20	15	System Operations	CDL
E-0019	P-93-0132	SA-93-0011	20	15	System Operations	Testing
E-0016	P-95-0064	TL-95-0001	20	15	System Operations	Barebanding
E-0015	P-95-0300	SA-95-0003	20	15	System Operations	Training
E-0024	P-88-0039	SD-88-0003	20	15	System Operations	Testing
E-0373	P-01-0006	TL-01-0001	20	15	System Operations	Upgrade
E-0583	P-02-0189	LE-04-0001	20	15	System Operations	Alternative Work Schedule
E-0209	P-98-0100	SD-98-0001	20	15	System Operations	Alternative Work Schedules
E-0336	P-99-0123	SA-00-0002	20	15	System Operations	Individual
E-0272	P-99-0067	SS-99-0001	20	15	System Operations	Alternative Work Schedules
E-0404	P-01-0079	NES-01-0001	20	15	System Operations	Alternative Work Schedules
E-0133	P-97-0101	SD-97-0001	20	15	System Operations	Miscellaneous
E-0117	P-97-0136	WS-97-0001	20	15	System Operations	Alternative Work Schedules
E-0506	P-03-0139	SD-03-0001	20	15	System Operations	Alternative Work Schedules
E-0533	P-02-0101	SA-03-0003	20	15	System Operations	Wage Rates
E-0532	P-03-0080	SA-03-0002	20	15	System Operations	CDL
E-0018	P-93-0135	SS-93-0015	20	15	System Operations	Alternative Work Schedule
E-0452	P-02-0053	TA-02-0001	20	16	Transportation All	Alternative Work Schedules
E-0102	P-92-0190	TA-92-0001	20	16	Transportation All	Indemnify
E-0099	P-95-0062	TA-95-0001	20	16	Transportation All	Classification
E-0136	P-97-0003	TA-97-0001	20	16	Transportation All	Classification
E-0098	P-95-0501	TD-95-0002	20	16	Transportation Denver	Classification
E-0534	P-02-0017	TD-03-0001	20	16	Transportation Denver	Alternative Work Schedule
E-0752	P-00-0061	TD-00-0001	20	16	Transportation Denver	Alternative Work Schedules
E-0097	P-95-0065	TD-95-0003	20	16	Transportation Denver	Headquarters
E-0096	P-96-0079	TD-96-0001	20	16	Transportation Denver	Classification
E-0351	P-99-0116	TOD-00-0001	20	16	Transportation Outside Division	Alternative Work Schedules
E-0273	P-99-0068	TOD-99-0001	20	16	Transportation Outside Division	Alternative Work Schedules
E-0166	P-98-0084	UT-98-0003	20	17	Utility Worker	Transfers
E-0165	P-98-0072	UT-98-0002	20	17	Utility Worker	Classification
E-0164	P-98-0071	UT-98-0001	20	17	Utility Worker	Classification
E-0616	P-03-0158	UT-04-0002	20	17	Utility Worker	Seniority
E-0817	P-03-0074	UT-04-0003	20	17	Utility Worker	Miscellaneous
E-0079	U-96-0221	UT-96-0001	20	17	Utility Worker	Recognition
E-0329	P-00-0025	UT-00-0001	20	17	Utility Worker	Classification
E-0584	P-99-0051	UT-04-0001	20	17	Utility Worker	Upgrade
E-0408	P-01-0093	UT-01-0002	20	17	Utility Worker	Seniority